

University of Windsor

Scholarship at UWindor

Electronic Theses and Dissertations

Theses, Dissertations, and Major Papers

1-1-1973

Patterns of occupational segregation by sex in the Canadian labour force.

Shaughnessy Murray Cohen
University of Windsor

Follow this and additional works at: <https://scholar.uwindsor.ca/etd>

Recommended Citation

Cohen, Shaughnessy Murray, "Patterns of occupational segregation by sex in the Canadian labour force." (1973). *Electronic Theses and Dissertations*. 6706.
<https://scholar.uwindsor.ca/etd/6706>

This online database contains the full-text of PhD dissertations and Masters' theses of University of Windsor students from 1954 forward. These documents are made available for personal study and research purposes only, in accordance with the Canadian Copyright Act and the Creative Commons license—CC BY-NC-ND (Attribution, Non-Commercial, No Derivative Works). Under this license, works must always be attributed to the copyright holder (original author), cannot be used for any commercial purposes, and may not be altered. Any other use would require the permission of the copyright holder. Students may inquire about withdrawing their dissertation and/or thesis from this database. For additional inquiries, please contact the repository administrator via email (scholarship@uwindsor.ca) or by telephone at 519-253-3000ext. 3208.

PATTERNS OF OCCUPATIONAL SEGREGATION BY SEX
IN THE CANADIAN LABOUR FORCE

by

Shaughnessy Murray Cohen

A Thesis

Submitted to the Faculty of Graduate
Studies through the Department of
Sociology and Anthropology in
Partial Fulfillment of the Requirements
for the Degree of Master of Arts at
the University of Windsor

Windsor
1973

UMI Number: EC53116

INFORMATION TO USERS

The quality of this reproduction is dependent upon the quality of the copy submitted. Broken or indistinct print, colored or poor quality illustrations and photographs, print bleed-through, substandard margins, and improper alignment can adversely affect reproduction.

In the unlikely event that the author did not send a complete manuscript and there are missing pages, these will be noted. Also, if unauthorized copyright material had to be removed, a note will indicate the deletion.

UMI®

UMI Microform EC53116

Copyright 2009 by ProQuest LLC.

All rights reserved. This microform edition is protected against unauthorized copying under Title 17, United States Code.

ProQuest LLC
789 E. Eisenhower Parkway
PO Box 1346
Ann Arbor, MI 48106-1346

AB52441

© Shaughnessy Murray Cohen 1973

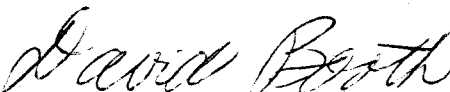
437357

PATTERNS OF OCCUPATIONAL SEGREGATION BY SEX
IN THE CANADIAN LABOUR FORCE

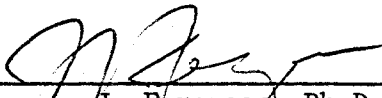
by

Shaughnessy Murray Cohen

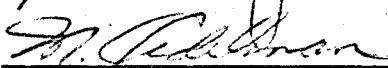
APPROVED:


D. Booth, Ph.D.

May 16, 1973
Date


J. Ferguson, Ph.D.

May 16, 1973
Date


M. Adelman, Ph.D.

May 16, 1973
Date

ABSTRACT

This thesis examines patterns of occupational segregation in the Canadian labour force from 1921 through 1961. Data for this study were taken from the reports of the Canadian census for the aforementioned time period.

A measure known as the Standardized Measure of Differentiation (S.M.D.) was applied to this data to produce a figure which indicates the extent of segregation in each year.

Calculations indicate that from 1921 to 1961, there was an increase in segregation in the Canadian labour force but that this increase was greatest between 1921 and 1931. After 1931, the amount of segregation decreased.

The labour force was then divided into four socio-economic levels using the values given in the Blishen socio-economic scale for Canadian occupations. The four socio-economic levels were labelled: 1) Professional, 2) Semi-professional and Managerial, 3) White Collar and Skilled Trades, 4) Blue Collar.

When the S.M.D. was calculated for each of these levels in each census year, it was discovered that the different socio-economic levels showed different patterns of segregation over time and that these differences were masked in the statistics for the total labour force.

ACKNOWLEDGEMENTS

I wish to thank my committee, D. B. Booth, Ph.D. (Chairman), J. D. A. Ferguson, Ph.D., and M. Adelman, Ph.D. for their assistance in this endeavour. I wish also to thank A. H. Diemer, Ph.D. for her assistance when this thesis was still in the conceptual stages.

TABLE OF CONTENTS

ABSTRACT	(i)
ACKNOWLEDGEMENTS	(ii)
<u>CHAPTER</u>	
I - INTRODUCTION AND STATEMENT OF THE PROBLEM	1
Introduction	
The Sexual Division of Labour in Canada	
The Problem	
List of References	
II - METHOD	12
Introduction	
The Standardized Measure of Differentiation	
The Blishen Socio-Economic Index for Occupations in Canada	
III - RESULTS	25
Introduction	
Changes in the Standardized Measure of Differentiation for the Total Canadian Labour Force, 1921 - 1961	
Changes in the Standardized Measure of Differentiation - Socio-Economic Levels over Time	
Changes in the Standardized Measure of Differentiation for the Total Canadian Labour Force and Each Level	
Changes in S.M.D. for Canada and the United States	
Summary of Results	
List of References	
IV - CONCLUSIONS	47
Conclusions	
Limitations of the Study	
Contributions of the Study and Implications for Further Research	
List of References	

TABLE OF CONTENTS (continued)

APPENDIX	57
1a. 1921 Data	
Level I	57
Level II	60
Level III	64
Level IV	79
1b 1931 Data	
Level I	80
Level II	83
Level III	87
Level IV	102
1c. 1941 Data	
Level I	103
Level II	106
Level III	110
Level IV	125
1d. 1951 Data	
Level I	126
Level II	129
Level III	133
Level IV	148
1e. 1961 Data	
Level I	149
Level II	152
Level III	156
Level IV	161
BIBLIOGRAPHY	172
VITA AUCTORIS	174

List of Tables and Figures

<u>Table</u>		<u>Page</u>
I - 1	Percentage of the Population 15 Years and Over in the Canadian Labour Force 1911 - 1961 by Sex	4
I - 2	The Sexual Distribution of the Canadian Labour Force	6
II - 1	Calculation of the Duncan Index of Segregation in Four Hypothetical Occupations	13
II - 2	Calculation of the S.M.D. for 10 Occupations in 1961	17
III - 1	Changes in S.M.D., Total Canadian Labour Force, 1921 - 1961	26
III - 2	S.M.D. Changes in each Socio-Economic Level	28
III - 3	Changes in S.M.D. for Semi-Professional Occupations and Managerial Occupations by S.M.D. Changes for all of Level II	35
III - 4	Changes in S.M.D. for White Collar and Skilled Trades by S.M.D. Changes for all of Level IV	39
III - 5	Changes in S.M.D. for Canada and the United States	42

CHAPTER I

INTRODUCTION AND STATEMENT OF THE PROBLEM

Introduction

In February of 1967, the Liberal, Pearson government established the Royal Commission on the Status of Women in Canada. The report of that investigatory body, published in 1970, stated that the following discrepancies existed between men and women in the economic sphere of Canadian society:

- pay rates for men and women were often different;
- pay was generally lower for traditionally female professions than for other professions;
- equal pay laws were inadequate;
- pension and group life insurance plans often provided less protection for the husband of a female worker than for the wife of a male worker;
- paid maternity leave was rare
- women have less opportunity to enter and advance in many occupations and professions;
- compared to men, few women reached senior levels;
- women's skills and abilities were not being fully used.

(Royal Commission*, 1970, p. 154)

Although these discrepancies reflect inequalities between the status of the sexes in the Canadian occupational structure, they do not provide specific information on the actual distribution

* For the purposes of this thesis, the Report of the Royal Commission on the Status of Women in Canada will be referred to as the "Royal Commission".

of men and women in the Canadian labour force. The Royal Commission does mention this phenomenon in its references to "traditionally male" and "traditionally female" occupations, and in acknowledging that women may not easily enter and advance in many occupations and professions. However, the Royal Commission does not provide any information to describe the nature and scope of this segregation, nor does it give any indication of possible changes in the segregation of men and women over time.

This thesis reports changes in patterns of occupational segregation of the sexes in the labour force of Canada from 1921 through 1961. The methodology is based on that employed by Edward Gross (1967) in his investigation of the occupational segregation of the sexes in the United States of America from 1900 through 1960. The purpose of this study is to discover what changes have occurred in the segregation of women in the labour force from 1921 through 1961.

Gross analysed data from the American census reports of the aforementioned time period. He used as a statistical tool, an index called the "Standardized Measure of Differentiation" (Gibbs, 1965). The study follows the same procedure using data from Canadian census reports, but, I have enlarged this study to include an investigation of changes in segregation in four different occupational levels. To do this, I employed the Blishen Socio-Economic Index for Occupations in Canada" (Blishen, 1967).

We know that there is a social definition of work appropriate for men and women. Durkheim notes this in The Division of Labor in Society. He argues that the sexual division of labour is functional for it is the source of conjugal solidarity in a society. (Durkheim, 1963, p. 56). Durkheim saw the sexual division of labour as an evolutionary phenomenon. Drawing upon the works of several anthropologists, Durkheim paralleled the evolution of labour to the physiological evolution of men and women. He stated that the farther back we look in history, "the smaller becomes this difference between man and woman". (Durkheim, 1963, p. 57). The physiological differences between men and women became more clearly defined with the evolutionary process. Durkheim went on to say that the anatomical differentiations are accompanied by functional differentiations and that societies have evolved from a relatively homogeneous labour structure to one where the sexes have become differentiated in terms of the types of tasks which they perform. (Durkheim, 1963, pp. 57-9). The women, said Durkheim, take care of the affective functions in society while the men take care of the intellectual functions. (Durkheim, 1963, p. 60)

The Sexual Division of Labour in Canada

An investigation of historical statistics and other literature indicates that men and women have been traditionally segregated in the labour force. The advent of industrialization during the nineteenth century brought some women into the labour force so that 16% of workers were female by 1901. Both world wars and the depression brought many

women out of their homes and into gainful employment (Royal Commission, 1970, p. 54). Furthermore, changes in educational opportunity for women enhanced their ability to participate in the labour force (Royal Commission, p. 9). In 1961, then, women represented more than 29% of the labour force.

Table I-1, which follows, shows that the proportion of employed women almost doubled from 1911 to 1961.

Table I-1: Percentage of the Population 15 Years and Over in the Canadian Labour Force 1911-1961 by Sex

Census Year	Total	Males	Females
1911	56.0	89.7	16.2
1921	54.6	88.7	17.6
1931	55.2	87.5	19.7
1941	54.2	85.8	20.7
1951	54.2	83.8	24.1
1961	53.7	77.7	29.5

Adapted from the Census of Canada, 1961, Part I, Table I, pp. 1-2

The increase in feminine participation in the labour force, however, has not brought with it an integration of the sexes in the labour force. Women found it increasingly difficult to gain entrance

to many occupations for, even though the number of female workers increased, a division of labour developed on the basis of sex. In other words, the structure of the labour force was such that many occupations were either traditionally male or traditionally female. (Royal Commission, 1970, p. 7)

The data in Table I-2 (Census of Canada, 1961, III, pp. 1-2) show that out of these occupational groupings, nine are traditionally masculine, having been male dominated from 1911 through 1961. Out of fifteen occupational categories, five have been traditionally female: 1) professional, 2) clerical, 3) commercial, 4) service, and 5) personal service. The largest proportion of women falls in the service and personal service categories. Only one occupational category changed its traditional sex bias, manufacturing and mechanical, which was female dominated in 1911, but became male dominated by 1951.

Women are not strongly represented in the more prestigious occupational categories. They are poorly represented in the financial and the proprietary and managerial occupations. Their higher representation in the professional category is a misleading statistic because of the occupations listed under that classification. The term "professional" as used in the 1951 census report* (Census of Canada, 1951, Part IV, Table 1, p. 1) includes the following predominantly female occupations: 1) brothers and nuns, 2) dieticians, 3) librarians, 4) musicians and music teachers, 5) graduate nurses, 6) nurses in training, 7) religious workers, 10) teachers and instructors not else-

* I have chosen the 1951 census as being exemplary because all of the data in the historical statistics tables were reclassified to fit the 1951 occupational classifications.

Table I-2: The Sexual Distribution of the Canadian Labour Force 1911-1961.

Occupation Division	1911		1921		1931		1941		1951		1961	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. All Occupations	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2. Proprietary and Managerial	5.17	1.60	8.23	2.04	6.44	1.61	6.24	1.96	8.70	3.01	9.57	2.93
3. Professional	2.41	12.74	2.96	19.12	3.71	17.76	4.54	15.65	5.30	14.43	7.68	15.52
4. Clerical	2.96	9.39	4.74	18.67	4.41	17.73	4.52	18.31	5.93	27.46	6.72	28.55
5. Agricultural	38.97	4.44	37.90	3.68	33.73	3.61	31.50	2.26	19.30	2.77	12.21	4.30
6. Fishing, Hunting and Trapping	1.46	0.07	1.09	0.01	1.45	0.07	1.52	0.04	1.28	0.02	0.78	0.02
7. Logging	1.77	-	1.38	-	1.30	-	2.35	-	2.46	*	1.69	0.01
8. Mining and Quarrying	2.60	-	1.74	*	1.77	-	2.10	*	1.59	*	1.38	*
9. Manufacturing and Mechanical	11.70	26.25	10.26	17.81	11.32	12.74	16.24	15.41	17.91	14.63	18.37	9.89
10. Construction	5.48	0.01	5.53	0.02	5.65	0.01	5.84	0.04	7.06	0.08	7.14	0.05
11. Transportation	6.29	1.48	5.93	2.98	7.06	2.41	7.52	1.69	9.20	2.90	9.75	2.23
12. Commercial	4.06	6.74	4.47	8.40	4.81	8.27	4.53	8.66	4.72	10.40	5.59	10.04
13. Financial	0.31	0.02	0.69	0.05	0.85	0.08	0.67	0.09	0.75	0.13	1.05	0.20
14. Service	3.08	37.18	3.45	26.79	4.23	33.93	4.58	34.28	6.55	21.24	8.54	22.60
15. Service(Personal)	2.81	37.07	2.15	25.83	3.03	33.82	3.16	34.17	3.32	21.04	4.22	22.14
16. Labourers	13.74	0.06	11.42	0.10	13.23	1.75	7.57	1.40	8.01	1.79	6.88	1.19
17. Not Stated	-	-	0.21	0.34	0.04	0.04	0.29	0.21	1.25	1.13	2.66	2.46

* less than 0.005%

where specified. Out of the thirty-seven occupations listed as professional, only ten are predominantly female. However, these occupations represent a total of 147,553 women or 88.22% of all women listed in professional occupations in the 1951 census report. The remaining twenty-seven occupations account for only 11.78% of all professional women and include such prestigious occupations as judges and magistrates, physicians and surgeons, engineers, and lawyers. Thus we see a clear-cut differentiation of occupations by sex in Canada.

Similar trends hold for the United States. Richard Hall points to an increase in women in the American labour force (Hall, 1969 pp; 326-7). In discussing this increase, Hall quotes from a U.S. Department of Labour Report (U.S. Dept. of Labour, 1966, pp. 136-7):

Women have moved into the work force in response, first of all, to the availability of jobs. At the same time, new appliances and services have freed women from many of their traditional chores in the home, and the rise in both living costs and the standard of living has impelled many women to seek paid jobs. Earlier marriage and lengthening of life span have extended the period when their interest in work outside the home is likely to be renewed. In addition, improved educational opportunities have raised women's aspirations for greater participation in the economic world. (Hall, 1969 pp. 326-7).

In discussing the growth of different occupations, Hall states that the service occupations have grown more rapidly than any others in the United States. This growth, he suggests, is due to the increased affluence of society resulting in more time and money for leisure activities such as travel and recreation. There is also more use of personal services. Because of this, more personnel are necessary to fill

service occupations.

Hall, quoting from the same Department of Labour report, goes on to state that three out of every five women in the labour force are employed in clerical, operative or service occupations and that one-third of female, American workers are employed in seven occupations: 1) secretary, 2) saleswoman, 3) private household worker, 4) elementary school teacher, 5) bookkeeper, 6) waitress, and 7) professional nurse. (Hall, 1969, p. 327). The Royal Commission reports that in 1969, 34% of all female workers in the Canadian labour force were in clerical occupations, 22% were in the service and recreation occupations and 18% were in the professional and technical occupations. The Royal Commission goes on to list occupations which are traditionally female in Canada: 1) secretary, 2) stenographer, 3) typist, 4) telephone operator, 5) housekeeper, 6) domestic, 7) waitress and 8) hairdresser. The traditionally female professions listed by the Royal Commission were: 1) elementary school teacher, 2) nurse, 3) dietitian, and 4) home economist. (Royal Commission, 1970, pp. 59-60). The similarity between the Canadian and American lists is obvious.

Hall continues, stating that the personnel necessary to fill the increased demand for employees in the rapidly growing service occupations are coming from other types of occupations because of the "changed technology in the production processes" which makes less manpower necessary to the production of goods. Edward Gross suggests that the ranks of the more rapidly growing occupations are being filled by women entering the labour force. In other words, as more and more

women enter the labour force, they take jobs which have a large demand for personnel. These occupations are in the service area. Gross, however, adds three more rapidly growing occupations to the service occupations: 1) professional, 2) sales and 3) clerical. In these three categories he also found a greater number of female workers than in the more slowly growing occupations. (Gross, 1967, p. 205). This would explain, in part why American women are so concentrated in these specific areas of the labour force. As occupations grow more rapidly they have an increased need for personnel. These workers must come either from those occupations that have a decreased personnel need as a result of an advancing technology, from the ranks of the unemployed, or from an untapped labour resource such as women.

The Problem:

In summary, then, we know that there is a sexual division of labour in Canada. Furthermore, parallels may be found to this in the United States of America, and, according to Durkheim, in societies in general. We know also that in the past fifty years, there has been an increased demand for labour in certain areas of the labour force such as in the service occupations which are, notably, predominately feminine occupations.

We do not, however, have a measure of the change in segregation in the Canadian labour force. We do not know whether these changes, if any, have been concentrated in specific types of occupations or if they have been general across the total occupational structure. This

problem will be investigated in this thesis using the methodology described in Chapter II.

References: Chapter I

- Blishen, B. A socio-economic index for occupations in Canada.
Canadian review of sociology and anthropology. 1967, IV, pp. 41-53.
- Dominion Bureau of Statistics. Census of Canada. IV-I. Ottawa:
 The Queen's Printer, 1951.
- Dominion Bureau of Statistics. Census of Canada. III-I. Ottawa:
 The Queen's Printer, 1961.
- Durkheim, E. The division of labour in society. New York: Free
 Press of Glencoe, 1963.
- Gibbs, J. Occupational differentiation of negroes and whites in
 the United States. Social forces. 1965, 44, pp. 159-165.
- Gross, E. Plus ca change...? the sexual structure of occupations over
 time. Social problems. Fall, 1967, pp. 198-204.
- Hall, R. Occupations in the social structure. New York: Prentice
 Hall, 1969.
- Royal Commission. The report of the royal commission on the status
 of women in Canada. Ottawa: Information Canada, 1970.
- U.S. Department of Labour. Manpower report of the president.
 Washington: U.S. Government Printing Office, 1966.

CHAPTER II

METHOD

Introduction

The methodology used in this study is, in part, based upon that used by Edward Gross (1967) in his study of changes in the sexual structure of occupations in the United States of America. In this thesis I have developed a measure of the segregation of the sexes in the total labour force of Canada for each census year from 1921 through 1961 using Gibb's "Standardized Measure of Differentiation" (Gibbs, 1965). I then divided the occupations listed in the Canadian census reports from 1921 through 1961 into four socio-economic levels using the Blishen "Socio-Economic Index for Occupations in Canada". (Blishen, 1967). I then calculated the Standardized Measure of Differentiation for each of the four socio-economic levels in each census year.

The data for this thesis were taken from the Canadian census reports from 1921 through 1961 which list the numbers of men and women in each occupation for Canada. The few occupations which had one hundred persons or less were disregarded, in keeping with Gross's methodology (Gross, 1967, p. 202). This amounted to approximately 10 occupations.

The Standardized Measure of Differentiation

The basic measure used in this study was Gibbs's Standardized

Measure of Differentiation (S.M.D.) (Gibbs, 1965). This measure is based upon an index developed by Otis Duncan and Beveley Duncan (1955) which Gibbs modified in order to account for the differences in the sizes of occupational categories. In order to explain the Gibbs measure it is best to return to the Duncan index since it formed the basis for the standardized measure to be applied to the data in this study.

Calculation of the Duncan index is described by the following hypothetical table which was adapted by Edward Gross (1967) from the original table by Duncan and Duncan.

Table II-1: Calculation of the Duncan Index of Segregation in Four Hypothetical Occupations

Occupation	Male	Female	Absolute Difference
1	10%	15%	5%
2	20	15	5
3	40	25	15
4	<u>30</u>	<u>45</u>	<u>15</u>
SUM	100%	100%	40%

$$\text{Index of Segregation} = \frac{\text{Sum of the Absolute Differences}}{2}$$

$$= 40/2$$

$$= 20$$

"The result of 20% may be interpreted as meaning that 20% of the females

would have to change occupations in order to have the percentage distribution of females correspond to that of males (or vice versa)". (Gross, 1967, p. 201)

For each occupation, the percentage of all males is taken as that percentage of all males in the labour force who are represented in each occupation. For instance: if there were 200 men in an hypothetical labour force and 20 men in a given occupation, the percentage of the total number of men in the labour force who are in that particular occupation would be: $20/200 \times 100 = 10\%$.

Having calculated the percentage of men and the percentage of women in each occupation, one must then calculate the absolute difference between them for each individual occupation. The Index of Segregation is then arrived at by taking one-half the sum of the absolute differences column.

This Index of Segregation forms the basis for the Standardized Measure of Differentiation which will be employed in this study. In the S.M.D., however, the number of people in each occupation is first standardized to 1000 while preserving the male-female ratio in order to eliminate any statistical artifacts that an exceedingly large or small occupational group might produce in the calculations. The S.M.D. eliminates these effects by making the total number of people in each occupational group equal while preserving the male-female ratios.

The following example shows the necessity for this standardization. Gibbs found that in applying the Duncans' index to his data on the occupational differentiation of Negroes and Caucasians in the United

States he obtained surprising and possibly invalid results. (Gibbs, 1964, pp. 162-4) Upon further examination of his data and index, it occurred to him that variations in the numbers of persons in different occupations might be adversely affecting his calculations. He discovered that larger occupations artificially increased the index values and smaller occupational categories artificially decreased index values. To control for occupational size, Gibbs assigned 1000 individuals to each occupational while preserving the Negro-Caucasian ratio in each. The use of the Standardized Measure of Differentiation produced research results that were consistent with existing information and appeared more valid than values obtained without standardizing data.

In applying the Gibbs measure to the Canadian census data, I followed the methodology set out by Gross (1967). First, I standardized each occupation to 1000 individuals while preserving the male-female ratio in each. I then calculated the percentage of all men in the labour force who were represented in each occupation. Next, I found the percentage of all women in the labour force who were represented in each occupation. Then, I found the absolute difference between the male and female percentages in each occupation, calculated the sum of those differences and divided by two. I followed this procedure for each census year from 1921 through 1961.

Table II-2 illustrates this procedure for ten occupations from the 1961 Canadian census. Although, in this table, only ten occupations were used, in the actual calculations all of the occupations listed in

the 1961 census were used.

Column I in this table contains the occupational listings. The second two columns represent the numbers of men and women in each of those occupations in 1961. The fourth and fifth columns are the proportions of men and women in each occupation. Columns six and seven represent the standardization of the numbers of individuals in each occupation to 100 individuals. Consequently, these two columns show the standardized number of men and women in each occupation. Note that in each case, the original male-female ratio has been preserved. The next two columns indicate the percentage of men in all ten occupations who are in each occupation, and the percentage of all women who are in each. The last column shows the absolute difference between the percentage of men and the percentage of women in each occupation.

To calculate the S.M.D. for this group of occupations we first take the total of the last (Absolute Difference) column and divide that sum by 2. Therefore, for these ten occupations, the S.M.D. is: $99.80/2 = 49.90$. Consequently, in order to balance the percentage distribution of the sexes among this group of occupations, either 49.90% of the men in these occupations would have to change jobs, or 49.90% of the women.

The Blishen Socio-Economic Index for Occupations in Canada

A measure of occupational rank was desired to group Canadian occupations. The Blishen Socio-Economic Index for Occupations in Canada (Blishen, 1967) was chosen for application in this thesis principally because it is the most comprehensive scale devised to date

Table II-2: Calculation of the S.M.D. for 10 Occupations in 1961.

Occupation	Number Employed		% Male	% Female	Standardized		% Male (Total Force)	% Female (Total Force)	Absolute Difference
	Male	Female			Male	Female			
1. chemical engineers	2982	.14	99.5	0.5	995	5	10.38	1.20	9.18
2. dentists	5234	235	95.7	4.3	957	43	9.98	10.36	0.38
3. professors and college principals	8779	2336	78.8	21.2	788	212	8.22	51.08	42.86
4. physicians and surgeons	19835	1455	93.2	6.8	932	68	9.72	16.39	6.67
5. geologists	2716	54	98.1	1.9	981	19	10.23	4.58	5.65
6. mining engineers	2347	2	99.9	0.1	999	1	10.42	0.24	10.18
7. lawyers and notaries	11777	311	97.4	2.6	974	26	10.16	6.27	3.89
8. civil engineers	11888	29	99.8	0.2	998	2	10.41	0.48	9.93
9. architects	2874	66	97.8	2.2	978	22	10.20	5.3	4.90
10. veterinarians	1498	26	98.3	1.7	983	17	10.26	4.1	6.16
SUM	69930	4558			9585	415			99.80

to describe Canadian occupations in terms of their socio-economic rank. The revised Blishen Scale ranks 320 occupations from the 1961 Canadian census. Although other scales have been compiled, none is so comprehensive as Blishen's. The Jacob Tuckman scale (Tuckman, 1947) ranked only 25 occupations on the basis of prestige. The Pineo-Porter Scale (Pineo and Porter, 1966) ranked 204 occupations on their respective social standings and was derived from a national sample of the Canadian population.

Blishen first presented his socio-economic scale for Canadian occupations in 1957. This original version (Blishen, 1958) was based upon occupations from the 1951 census and was derived from a system which utilized the information on income and educational levels given for each occupation by that census report. In 1967, however, Blishen revised his scale using the occupations from the 1961 census. The revised version of the scale combined prestige rankings established by Pineo and Porter (1966) with the income and education data. The method employed by Blishen is briefly described as follows:

It consists simply in constructing a regression equation which has as the dependent variable the Pineo-Porter scores for the 88 occupations that overlap the census list, and has as the independent variable the corresponding income level and educational indices. The regression weights so determined are then applied to all census occupations. (Blishe, 1967, p. 45)

In computing the original scale from the 1951 census data, Blishen took the mean income level and the mean educational level for each of the 343 occupations in the scale. He then computed the standard scores and ranked each occupation according to this combined score. In the

revised version of the scale, he changed this procedure.

Rather than using the mean educational level and income of the individuals in each occupation, Blishen took the percentage of men in each occupation who had an income of \$5,000.00 or more and the percentage of men in each occupation who had attended at least the fourth year of secondary school. He did this for the reason that the percentages were much easier to calculate. Furthermore, as Duncan stated, these percentages give practically the same results as the score derived as a function of the mean. (Duncan, 1961, p. 120). Blishen did not take into account any age adjustment of income and education within occupations. In ignoring the problem of age distribution he again found support in Duncan's research. Duncan stated that the age adjustment made very little difference in the calculations in all but a few occupations where the age distributions are highly unusual. (Duncan, 1961, pp. 120-4)

Finally, Blishen found that there were 88 occupations listed among the 204 ranked by Pineo and Porter which overlapped the census occupational listings in 1961. Using these he determined regression weights for the independent variables, income and education through regression analysis. The regression equation so determined was then applied to the list of occupations in the 1961 Canadian census. The resulting scores were used to rank-order these occupations in a socio-economic index.

In order to incorporate Blishen's socio-economic index into this study, I subtracted the score of the lowest occupation, 25.36 from that

of the highest occupation, 76.69 to obtain the range of the scores, 51.33. I then divided this figure by four to produce four Socio-Economic Levels, each with a range of 12.83.

In applying this range to the actual index, the scores were not such that an exact range of 12.83 could be complied with. Consequently, in obtaining the lowest score in each level, I took that score which, when subtracted from the high score in each level produced a figure which came closest to the proposed range of 12.83. The resulting levels are described in the following figure.

Figure II a Socio-Economic Levels of the Labour Force

Level	High Score	Low Score	Range	Number of Occupations in each Level	Type of Occupation
I	76.69	64.09	12.60	39	professional
II	63.76	51.11	12.65	46	semi-professional and managerial
III	50.93	38.21	12.72	69	white collar and skilled trades
IV	37.90	25.36	12.54	165	blue collar

Level I is the highest level and contains 39 occupational listings, 6 of which are owners and managers of various enterprises and services. Because 33 of the listings in this level are occupations such as doctors and physicians, lawyers and teachers, actuaries and statisticians, and

authors, I have labelled this level "Professional".

Level II is the second highest level and contains 46 listings. This level is labelled "Semi-professional and Managerial" because it encompasses nineteen owners and managers listings as well as such occupational categories as librarian, professionals not elsewhere specified, security salesmen and brokers, teachers not elsewhere specified and commercial artists.

Level III contains 69 occupations and includes many white collar occupations such as medical and dental technicians, interior decorators, bookkeepers and cashiers and office appliance operators. This level also includes a preponderance of skilled workers such as foremen, engravers, compositors, type-setters, railroad brakemen, lens grinders and opticians, and millrights. I have labelled this level "White Collar and Skilled Tradesmen".

Level IV contains 165 occupations. Some exemplary listings in this level are: labourers, chemical and related process workers, stewards, mechanics and repairmen not elsewhere specified, bus drivers and paper products makers. I have labelled this level, "Blue Collar Workers".

Having divided the Blishen Scale in this fashion, I then applied it to each of the five sets of data from the Canadian census reports, 1921 through 1961. For the 1961 data, this was a relatively straightforward procedure as Blishen's list of occupations was taken from the 1961 census. For the 1921, 1931, 1941 and 1951 data, however, the overlapping of occupational categories was not so efficiently accomplished.

For these sets of data, occupations were grouped differently and were, consequently, listed under different headings. Furthermore, some occupations are relatively new and were, therefore, not even listed in the earlier census reports. "Computer Programmers" is a notable example of this occurrence. Consequently, in 1921, only 92 occupations overlapped with those listed by Blishen. This, however, represents 63% of all the occupations in the 1921 census. In 1931, 186 occupations overlapped those in the Blishen Scale. This represents 51% of all occupations listed in the 1931 census. In 1941, 189 occupations or 91% of the census list overlapped with the Blishen Scale, and in 1951, 197 occupations or 70% of all occupations overlapped those in the Blishen Scale. In 1961, 320 occupations overlapped the Blishen Scale listings. After dividing the census data for each year into the four socio-economic levels, I then calculated the S.M.D. for each level in each census year.

Summary

In summary, then, there were three major steps in the methodology of this study:

- 1) the calculation of the S.M.D. for the total labour force in each census year
- 2) the division of the occupations in each census year into four socio-economic levels
- 3) the calculation of the S.M.D. for each of the four socio-economic levels in each census year

Although the Blishen Scale did not fit all census categories in

every decade, there still are data for a majority of occupations in each census year. This makes it possible to compare S.M.D. changes over time in the total labour force with the S.M.D. changes by socio-economic level, and, to compare these changes between socio-economic levels.

References: Chapter II

- Blishen, B. The construction and use of an occupational class scale. Canadian journal of economics and political science, 1958, 24, 99, 519-531.
- Blishen, B. A socio-economic index for occupations in Canada. Canadian review of sociology and anthropology, 1967, 4, pp. 41-53.
- Dominion Bureau of Statistics. Census of Canada, 1921, IV, Table 2, Ottawa: The Queen's Printer.
- Dominion Bureau of Statistics. Census of Canada, 1931, VII, Table 40, Ottawa: The Queen's Printer.
- Dominion Bureau of Statistics. Census of Canada, 1941, VII, Table 5, Ottawa: The Queen's Printer.
- Dominion Bureau of Statistics. Census of Canada, 1951, IV, Table 4, Ottawa: The Queen's Printer.
- Dominion Bureau of Statistics. Census of Canada, 1961, III-I, Table 6, Ottawa: The Queen's Printer.
- Duncan, O. A socio-economic index for all occupations. Occupations and social status. (A.J. Reiss, ed.). New York: Free Press of Glencoe, 1961, pp. 109-38.
- Duncan, O. and Duncan, B. Residential distribution and occupational stratification. American journal of sociology, 1955, 60, pp. 493-503.
- Gibbs, J. Occupational differentiation of negroes and whites in the United States. Social forces, 44, pp. 159-165.
- Gross, E. Plus ca change...? the sexual structure of occupations over time. Social problems, 1967, Fall, pp. 194-203.
- Pineo, P. and Porter, J. Occupational prestige in Canada. The Canadian review of sociology and anthropology, 1967, 4, pp. 24-40.
- Tuckman, J. The social status of occupations in Canada. Canadian journal of Psychology, 1947, I, pp. 71-94.

CHAPTER III

RESULTS

Introduction

This chapter presents and examines the results of the study in three parts. The first part of this chapter looks at changes over time in the segregation of the sexes in the total Canadian labour force as measured by the Gibbs Standardized Measure of Differentiation. The second part of this chapter presents and examines the changes in S.M.D. for the four socio-economic levels derived from the Blishen Scale. In addition, this section attempts to make comparisons in the S.M.D. changes between levels in order to discover if there are any similarities between the S.M.D. changes in the four socio-economic levels or, if the S.M.D. values vary by socio-economic level.

The third section of this chapter looks at the changes in S.M.D. for the total labour force as these compare to the S.M.D. changes in each socio-economic level in an effort to ascertain the effects that different socio-economic levels had upon the S.M.D. values of the total labour force.

S.M.D. Changes for the Total Canadian Labour Force, 1921 - 1961

Table III-1 shows the changes in the segregation of the sexes in the total Canadian labour force from 1921 to 1961 as measured by calculation of the Gibbs Standardized Measure of Differentiation for

the data from the Canadian census. These figures represent the percentage of women who would have to change occupations in order to have the percentage distribution of women correspond to that of men, or vice versa. For instance, in 1921, 65.2% of all women in the labour force would have to change jobs in order to balance the proportions of the sexes in the 1921 labour force. Conversely, if 65.2% of all men in that labour force changed jobs, the sexual distribution would balance as well.

Table III-1: Changes in S.M.D., Total Canadian Labour Force, 1921 - 1961

1921	1931	1941	1951	1961
65.2	73.1	74.0	69.8	70.4

From this table it can be seen that there has been an overall rise in the amount of segregation in the labour force between 1921 and 1961 with the principle increase occurring between 1921 and 1931. The 1941 figure represents only a very slight increase of less than 1% indicating that some factors were acting to maintain this high level of segregation over that ten year span.

The historical facts surrounding that point in time offer one interpretation of that segregational increase. As was stated in the Royal Commission Report (1970, p. 54), the depression brought an increase in the participation of women in the labour force. This influx of feminine workers might also have contributed to the increase in

segregation indicated in the S.M.D. for 1931. The advent of World War II also brought women into the labour force as the country increased industrialization to support the war effort. In June of 1940, one year before the 1941 census was conducted, Canada began to increase her manufacturing of war related materials. Until that time she had been supplying only raw materials and food to Great Britain, and camp equipment, food and clothing for her own troops. However, in June of 1940, it became necessary for Canada to begin the manufacture of other, more complicated war products. Furthermore, increasing numbers of men were joining the service, so the previously unemployed workers, retired individuals, and women were brought into the labour force. (Plumptre, 1941, pp. 1-7) Consequently, as more women were brought into the labour force to fill new positions in new industries, others were brought in to fill those positions vacated by men leaving to join the service. This phenomenon would then tend to sustain the segregation level of 1931. Increasing segregation caused by an influx of women into newly created war time positions would be balanced by the numbers of women filling traditionally male positions.

After 1941 the level of segregation decreased by 5.2% in 1951 and showed only a slight increase of less than 1% in 1961. After World War II, then, the level of segregation first decreased and then sustained itself for another ten year period. Porter (1965, p. 44) said that the increased industrialization of the 1950's produced a large demand for professional and skilled labour. It is possible, then, that this demand not only helped bring women into the labour force, but helped to decrease segregation in 1951 and maintain that level in 1961.

The fact, however, that segregation was still higher in 1951 and 1961 than in 1921 could be due to the increased demand for labour in the service occupations which typically employ large numbers of women.

(Royal Commission, 1970, pp. 59-60)

S.M.D. Changes in Each Socio-Economic Level

Table III-2 shows changes in segregation in each socio-economic level derived from the Blisshen Scale. This table reveals some rather interesting S.M.D. values which indicate that the socio-economic levels did not show comparable changes over time. Rather, at different times, some levels decreased while others increased indicating that segregation was not consistent across the total labour force at all times. Furthermore, this table shows that at different points in time certain socio-economic levels segregated more than at other points in time.

Table III-2: S.M.D. Changes in each Socio-Economic Level

Socio-Economic Level	1921	1931	1941	1951	1961
I	72.0	77.5	67.3	57.7	54.0
II	45.3	74.6	93.4	67.3	62.1
III	76.0	77.3	70.9	75.7	70.0
IV	61.1	77.9	76.3	67.3	70.0

This table indicates that in all four socio-economic levels, there was an increase in segregation in 1931. The most startling increase in S.M.D. was seen in Level II where segregation jumped by 29.3% in that

time. Level IV also showed a very large increase between 1921 and 1931 of almost 17%. On the other hand, Levels I and III increased only slightly.

In 1941, Levels I and III showed a decrease in S.M.D. of 10.2% and 6.4% respectively. The Level IV S.M.D. increased only slightly, but Level II showed an increase of 18.8%. In 1951 a similar phenomenon occurred. Levels I, III, and IV all showed a decrease in S.M.D. whereas Level III showed an increase of almost 5%. In 1961, Levels I, II and III all showed decreases in S.M.D. but Level IV showed a slight increase.

In summary, then, the changes in S.M.D. do not always occur simultaneously in all socio-economic levels. This indicates that changes in segregation differ by type of occupation, and, that at different points in time one type of occupation, or a combination of types of occupations, segregate more than others. The only exception to this lies in 1931 when all S.M.D. values increased. At that time, all four S.M.D. levels were within 3% of each other. However, this is not so meaningful an occurrence if one considers that in Levels I and III, the increase in segregation amounted to only 5.5% and 1.3% respectively from 1921 to 1931.

From this table we can also surmise that although we know that changes in segregation vary by socio-economic level, there is not one level which segregates consistently more or consistently less than the others. The only level which appears to show any trend at all is Level I which had a lower S.M.D. than any other level from 1941-1961. However,

in 1921 , it was higher than Levels II and IV and in 1931, it had essentially the same S.M.D. values as Levels III and IV but was 2.9% higher than Level II.

Changes in S.M.D. Over Time for the Total Labour Force and for Each Socio-Economic Level

The following figures represent comparisons of changes in the S.M.D. for each socio-economic level with the S.M.D. changes in the total labour force. Use of these figures will enable examination of the general labour force trends with consideration of the effects that changes in S.M.D. in each level might have had upon those trends. The first figure in this series (Figure III-A) represents the S.M.D. changes in Level I and the S.M.D. changes in the total labour force. Level I is labelled, "Professional Occupations" and contains those occupations with the highest socio-economic scores.

From this figure, it can be seen that from 1941 to 1961, the amount of segregation in Level I has consistently remained below that reflected in the S.M.D. for the total labour force. Furthermore, between 1931 and 1941, when the S.M.D. for the total labour force was being sustained, the amount of segregation decreased in Level I but this decrease was greater than in the total labour force. Between 1951 and 1961 when the total labour force again seemed to sustain its S.M.D. value, Level I showed another decrease. This consistent decrease in S.M.D. from 1931 to 1961 might lead one to expect to see a further decrease after 1961. However, this might not necessarily be the case as the following discussion will indicate.

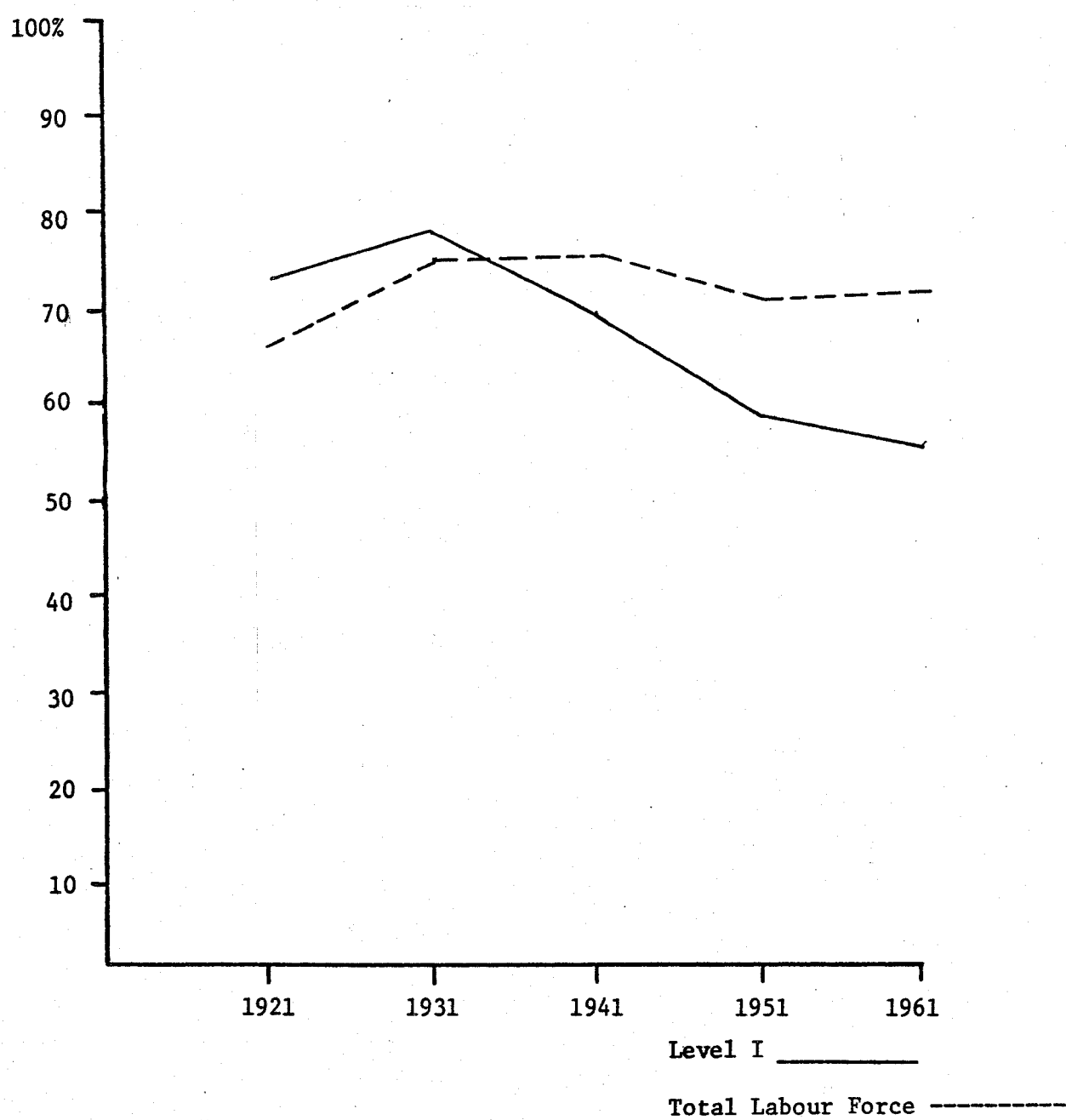


Figure 1: Changes in S.M.D. for Canada and for Socio-Economic Level I

From 1931 to 1951 there was a decline in segregation of approximately 20% which was almost evenly distributed between the two decades. From 1931 to 1941, the S.M.D. declined by approximately 10% and showed the same decrease from 1941 to 1951. However, in the last decade represented on Figure 1, the amount of segregation decreased by only 3.7%. It would appear then that Level I occupations, although still declining in segregation in 1961, are beginning to level off and, perhaps, to stabilize at this level.

The total labour force showed an increase in segregation from 1921 to 1961. Level I, however, decreased. This would lead one to conclude then, that the changes in segregation reflected in the statistics for the total labour force are not compatible with what has occurred in the professions in Canada. It would also appear that, as was mentioned in the discussion of Table III-2, the professions are not only decreasing consistently, but they segregated less than any other level between 1941 and 1961.

Figure 2 shows the changes in S.M.D. for Level II (Semi-Professional and Managerial Occupations). At first glance, it is obvious that in these occupations segregation was extremely fluctuant over time, especially between 1931 and 1951 when the S.M.D. for the total labour force would indicate that segregation was actually changing very little. In 1921, the S.M.D. for the semi-professional and managerial occupations was about 20% lower than the S.M.D. values were essentially equal. By 1941, we observe again a dramatic difference between the semi-

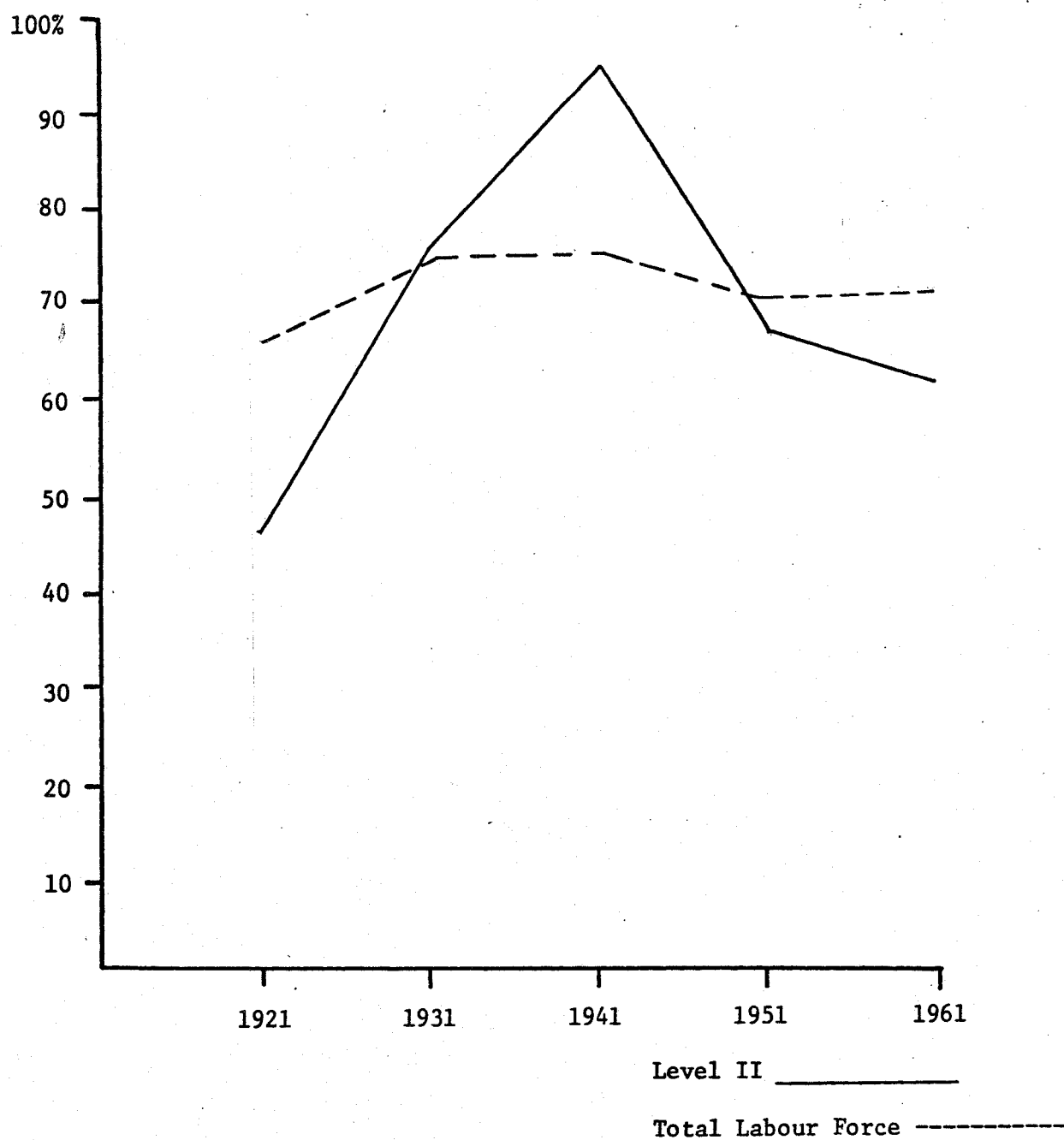


Figure 2: Changes in S.M.D. for Canada and for Socio-Economic Level II

professional and managerial occupations and the total labour force. Whereas in 1921, the level II S.M.D. value was 20% less than that of the total labour force, in 1941, the Level II S.M.D. value was 20% higher than that of the total labour force. In 1951, the semi-professional and managerial occupations showed an S.M.D. that was only slightly lower than that of the total labour force, the difference between the two being less than 3%. In 1961, the difference was about 8% with the semi-professional and managerial occupations being lower in S.M.D. value than the total labour force. Because the S.M.D. values in Level II occupations are so variable over time, it would not seem reasonable to attempt to make any remarks (on the basis of these data) concerning possible future occurrences within this socio-economic level. It appears, however, that possibly segregation in the semi-professional and managerial occupations are stabilizing somewhat, as the 1951 to 1961 S.M.D. change is considerably less extreme than the other ten year S.M.D. changes indicated on this graph.

The data represented in Figure 2 are seen and interpreted in a much different light when divided into two separate categories, "Semi-Professional" and "Managerial". When the S.M.D. values over time were calculated separately for these two occupational types, the following results were attained (See table III-3).

Table III-3 indicates that in every year, segregation values in the Managerial occupations were lower than in the Semi-Professional occupations. This table also indicates that the Semi-Professional occupations decreased consistently between 1941 and 1961 as did the

Table III-3: Changes in S.M.D. for Semi-Professional Occupations and Managerial Occupations by S.M.D. changes for all of Level II.

	1921	1931	1941	1951	1961
Level II	45.3	74.6	93.4	67.3	62.1
Semi-Professional	34.1	54.1	58.1	52.6	45.1
Managerial	-	36.1	42.3	20.1	43.1

Professional occupations in Level I. On the other hand, the Managerial occupations were fluctuant, rising by about 6% in 1941, decreasing by 22.2% in 1951 and increasing by 23% in 1961. The occupations included in this managerial category (see appendix) do not give many clues as to the reasons for such dramatic fluctuations. It is possible, however, that increased industrialization after World War II allowed women a greater equality in the Managerial area. If this is the case, then, one would wonder why segregation again increased so much in this category after 1951.

It is also curious as to why neither the Semi-Professional nor the Managerial occupations follow exactly the trend for the S.M.D. values for all of Level II. There is a rise and fall in segregation values in the semi-professional occupations somewhat similar to that found for Level II occupations as a whole. A majority of Level II occupations were classified as semi-professional occupations. The occupations left

over included such workers as "stenographers" and probably affected the overall S.M.D. values of Level II in such a way as to render them incompatible with the Semi-Professional and Managerial S.M.D. values.

Figure 3 shows the changes in S.M.D. for Level III occupations which have been labelled "White Collar Workers and Skilled Tradesmen". It also, as in the preceding figures, indicates S.M.D. changes calculated for the total labour force. It is readily observed that the S.M.D. values in Socio-Economic Level III are variable. Unlike the S.M.D. values in Level II, however, these S.M.D.s do not show any extreme fluctuations. All increases and decreases in the white collar and skilled occupations are within a range of 7.3%. Furthermore, with the exception of 1921 all Level III S.M.D. are within 5.9% of the corresponding S.M.D. values indicated for the total labour force. In 1921, the S.M.D.s were 10.8% apart with the Level III S.M.D. being lower than the S.M.D. of the total labour force. Between 1921 and 1931 both the total labour force and Level III increased in S.M.D. After 1931, however, Level III S.M.D.s always changed in a direction incompatible to that of the general labour force. Between 1931 and 1941, when the general labour force appeared to be sustaining the S.M.D. value, Level III decreased in S.M.D. value by 7.6%. In 1941, however, Level III showed an S.M.D. value which was 3.1% lower than that of the total labour force. Between 1941 and 1951 there was a decrease in S.M.D. in the overall labour force but an increase in

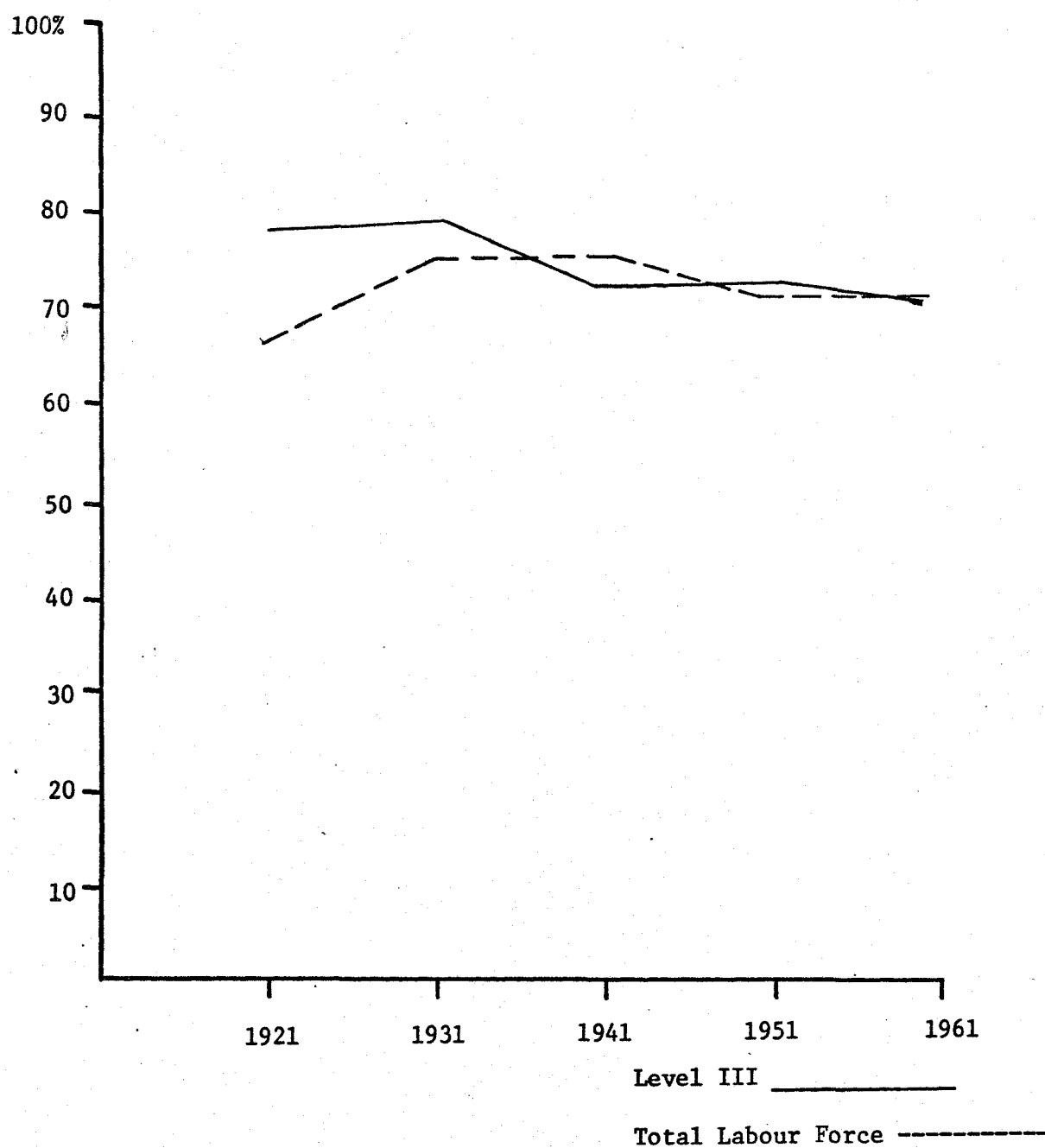


Figure 3: Changes in S.M.D. for Canada and for Socio-Economic Level III

segregation in Level III occupations of 4.6%. In 1951, Level III occupations had an S.M.D. value which was 5.9% higher than that of the total labour force. Between 1951 and 1961, the S.M.D. for Level III decreased while the overall S.M.D. increased. In 1961 however, the two S.M.D. levels were essentially equal.

Again we have a case where the changes in S.M.D. of the socio-economic level is incompatible with that of the total labour force except for the period from 1921 to 1931. White collar and skilled trades occupations maintained levels of segregation close to those exhibited in the total labour force after 1931. However, for the most part, this level fluctuated in an opposite direction to the changes in the overall labour force. Again we have a situation where no constant trend has been maintained and where it would seem impossible, on the basis of these data to predict the direction of S.M.D. change in this socio-economic level in the future.

In this level, as in Level II, there are two major types of occupations represented. Those two types are, "Skilled Trades" and "White Collar". When the S.M.D. values are calculated separately, over time for these two occupational types, we again can see some interesting results as Table III-4 indicates.

This table indicates that from 1921 to 1941, the skilled trades segregated more than the white collar occupations. In 1951 and 1961, however, the segregation in the skilled trades was lower. In all years except 1941 and 1951, segregation was lower in the white collar occupations than in the total Level III. In 1941, it was only 1.5% higher

Table III-4: Changes in S.M.D. for White Collar and Skilled Trades
- S.M.D. Changes for all of Level III

	1921	1931	1941	1951	1961
Level III	76.0	77.3	70.9	75.7	70.0
White Collar	67.5	53.5	72.4	75.7	63.5
Skilled Trades	71.1	67.0	83.5	71.8	33.7

and in 1951 it was exactly the same. The skilled trades had S.M.D. values which were lower than those of the total Level III except for 1941 when the S.M.D. was 11.1% lower. In both occupational types the 1931 S.M.D. value decreased. This is inconsistent, not only with the total Level III trend, but also with the trends in the total labour force. This is an interesting point as it is the only evidence of inconsistency of trend for this time period. This could be a result, not so much of a real decrease in segregation among all Skilled and White collar occupations, but rather, of the way in which the socio-economic levels were divided. Many white collar and skilled trades can be found in other levels - especially in Levels II and IV (see Appendix). Furthermore, as I stated in the discussion of the Semi-Professional and Managerial occupations, the labels given these levels only reflect the predominance of a particular type of occupation in a particular socio-economic level. For these reasons, the breakdown and comparative analysis of Levels II and III, although interesting, can only be speculative.

Figure 4 gives representation to S.M.D. changes in the total labour force compared to those in Level IV. The Level IV occupations have been labelled "Blue Collar". This figure is extremely interesting because it is the only figure which, upon primary investigation, indicates some compatibility between changes in S.M.D. over time in a socio-economic level and changes in S.M.D. over time in the general labour force.

As in all of the other socio-economic levels, the increase in segregation in the total labour force from 1921 to 1931 was also seen in the Level IV S.M.D. change. In Level IV this increase was 16.8%. For the total labour force the increase was only 7.9%. Between 1931 and 1941, the S.M.D. changes in both the total force and Level IV were somewhat sustained, however, the S.M.D. for level IV remained higher than the S.M.D. of the total labour force. Between 1941 and 1951 both the S.M.D.s decreased. Again, Level IV showed a sharper change than the total labour force and in 1951 the Level IV S.M.D. was only 2.5% lower than the total force S.M.D. Between 1951 and 1961, both the labour force and Level IV appeared to be sustaining their S.M.D. levels, and, in 1961, the Level IV S.M.D. was only .4% lower than that of the total labour force.

The fact that Level IV S.M.D. changes were mirrored so closely in the S.M.D. changes for the total labour force is an interesting facet of this study, especially after it has been demonstrated that the three higher socio-economic levels were not so compatible with the general

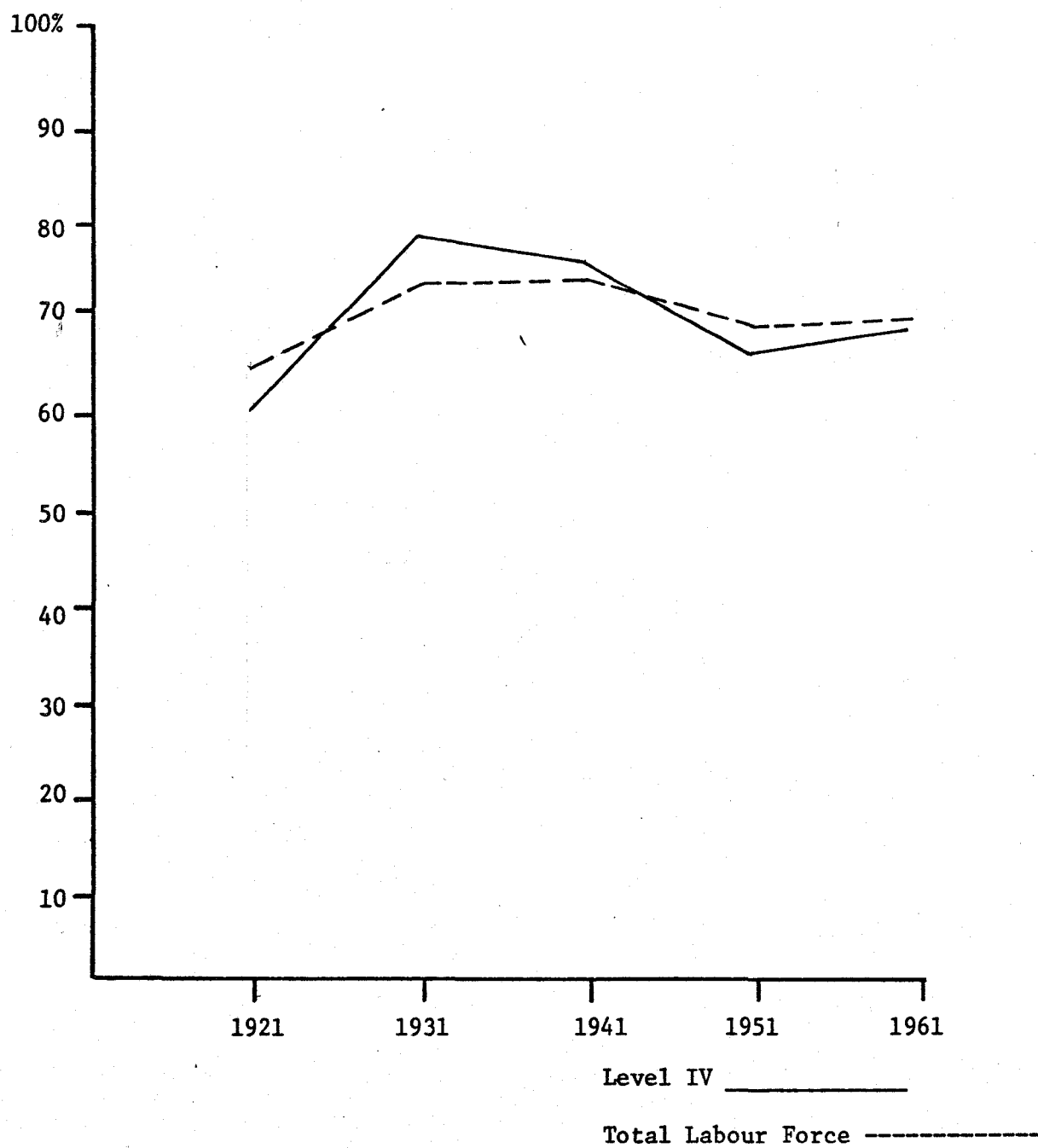


Figure 4: Changes in S.M.D. for Canada and for Socio-Economic Level IV

labour force. It is noteworthy that when the Blisshen Scale was divided into the four socio-economic levels, the majority of occupations fell within Level IV. This is probably the cause for this compatibility between this level and the total force. The lesser numbers of occupations in the other three levels would mean that they would not, in the total labour force statistics, influence the overall S.M.D. as much as Level IV even though, at times, changes seen in the S.M.D.s for these levels are radically different from those in Level I.

Changes in S.M.D. For Canada and the United States

As this study partially replicates for Canadian data Edward Gross's study of the American labour force, a point of interest is the comparison between American and Canadian changes in S.M.D. Table III-5 indicates this comparison.

Table III-5: Changes in S.M.D. for Canada and the United States

	1921	1931	1941	1951	1961
Canada	65.2	73.1	74.0	69.8	70.4
U.S.A.	65.9	66.6	63.8	59.3	62.2

The patterns are very similar although after 1921, the Canadian S.M.D. is consistently higher than the American. Furthermore, in 1941, when Canadian segregation appeared to be levelling off somewhat, the American S.M.D. was decreasing. Since the American census data were taken one year prior to the Canadian data, it is difficult to draw any

elaborate conclusions from this table. Furthermore, in 1941, for instance, different socio-economic factors were affecting the two countries. Whereas Canada had already been involved in the war in 1941, the United States, in 1940, had not as yet entered. Consequently, comparisons are difficult to make.

Summary of Results

In summary, the following results were attained.

1. In all socio-economic levels there was an increase in segregation in 1931, although some levels showed a greater increase than others. Levels II and IV showed greater S.M.D. increases than Levels I and III. This S.M.D. increase was, of course, also evident in the S.M.D. for the total labour force in 1931.
2. After 1931, segregation was seen to decrease in the total labour force. When the S.M.D.s were calculated for each socio-economic level, all levels showed a decrease in segregation.
3. Other than the two aforementioned facts, there did not appear to be any other consistencies among socio-economic levels, in terms of S.M.D. changes.
4. In the professional occupations (Level I) there was a consistent decline in S.M.D. after 1931. This decline was quite sharp from 1931 to 1951 and then seemed to stabilize between 1951 and 1961 in that although still decreasing, it did so to a lesser degree.

5. Although the total labour force did not show any very extreme S.M.D. fluctuations over time, the semi-professional and managerial occupations showed a 40% range in S.M.D. between 1921 and 1941, with a drop by 1951 to below the S.M.D. value for the total labour force. This socio-economic level (Level II) continued to decrease between 1951 and 1961.
6. When S.M.D. values in Level II were calculated separately for the Semi-Professional and Managerial occupations, it was seen that the Semi-Professional occupations followed a trend similar to those in Level I. On the other hand, the Managerial occupations showed very low S.M.D. values but fluctuated dramatically over time.
7. Level III did not show very erratic variations in S.M.D. level over time. These S.M.D. values remained within a range of 7.3%. However, the direction of change in this level was opposite to that in the total labour force in every ten year period after 1931.
8. When the Level III occupations were divided into Skilled and White Collar occupations, and S.M.D. values were calculated separately for these two categories, it was observed that neither of these categories followed the general trend between 1921 and 1931. Furthermore, both occupational categories were quite fluctuant but neither followed the general pattern for Level III.
9. Level IV occupations (Blue Collar Workers) followed the same direction of change as did the total labour force. In 1961 the S.M.D. for this level was essentially equal to the S.M.D. for the total labour

force. In 1921 and 1951 the Level IV S.M.D. was slightly lower than that of the total labour force and in 1931 and 1941 it was slightly higher.

10. Segregation appears to be decreasing in both Canada and the United States of America.

These results offer some interesting interpretations and conclusions which will be explored in the next chapter of this thesis.

References: Chapter III

Plumptre, A.F.W. Organizing the Canadian economy for war. Canadian war economics (J.F. Parkinson, ed.), Toronto: University of Toronto Press, 1941.

Porter, J. The vertical mosaic: An analysis of social class and power in Canada. Toronto: University of Toronto Press, 1965.

Royal Commission. Report of the royal commission on the status of women in Canada. Ottawa: Information Canada, 1970.

CHAPTER IV

CONCLUSIONS

Introduction

The purpose of this thesis was two-fold: to discover the changes, if any, in the segregation of the sexes over time in the Canadian labour force, and, to discover whether these changes have been concentrated in specific types of occupations or if they have been general across the total occupational structure over time.

Calculations indicate that from 1921 to 1961 there has been an overall increase in segregation in the total labour force with the principal increase occurring between 1921 and 1931. From 1931 to 1961, the amount of segregation decreased with the principal decrease occurring between 1941 and 1951.

When the S.M.D. values were calculated for each of the four socio-economic levels over time, some interesting results were seen which indicated that the S.M.D. values calculated for the total labour force actually masked patterns in S.M.D.s for the different types of occupations.

The significance of the results of this study will be discussed in the following pages. These conclusions, however, must be only tentative because of the nature of this study. At this macrosociological level of investigation it is not feasible to infer specific causation and theoretical conclusions from these data. The significance of this thesis

lies in the fact that it has provided a basis from which other research possibilities may be explored. This study has, then, provided a supply of data which describes the extent of sexual segregation over time in the Canadian labour force, and historical changes in that segregation.

Significance of the Results

The changes in segregation in the Canadian labour force have been seen to be partially a result of the many historical and economical changes of the period from 1921 to 1961. In 1931, when Canada was experiencing the post World War I depression, segregation increased greatly across the total occupational structure. Segregation increased to a greater or lesser degree in all socio-economic levels at that time. The greatest segregational increase, however, was seen in Socio-Economic Level II, the Semi-Professional and Managerial occupations.

The succeeding decade 1931-1941 appears to have been a levelling off period when segregation did not change dramatically in the overall labour force. The S.M.D. patterns in each socio-economic level, however, are not compatible with the S.M.D. pattern of the overall labour force in this decade. Level I, the Professional occupations decreased in S.M.D. by almost 10% between 1931 and 1941 indicating a very different pattern from that of the overall labour force. Level II, the Semi-Professional and Managerial occupations increased in S.M.D. value by almost 20%. It had already increased by approximately 30% in 1931. Level III, the White Collar and Skilled occupations showed a decrease in S.M.D. of almost 7% in 1941. Only the Blue Collar Workers, Level IV

seemed to maintain the 1931 S.M.D. value in 1941.

It was mentioned in the preceding chapter that the second world war, which acted to bring women into the labour force, might have contributed to this maintenance of segregation. Women were called upon both to fill positions vacated by men joining the service and to fill new occupations created in support of the war effort (Plumptre, 1941, pp. 1-7). Since many of these occupations would fall into Level IV, this could be one reason for the maintenance of the 1931 S.M.D. in this level. It has already been mentioned in the preceding chapter that the majority of occupations do fall into the fourth socio-economic level. Consequently, this level follows closest the segregation pattern indicated in the overall labour force calculations.

In 1951 Canada was experiencing rapid, post-war industrialization which placed a demand upon the society for professional and skilled labour (Porter, 1951, p. 44). At this point in time, the Canadian labour force showed its principal S.M.D. decrease. Again, however, not all socio-economic levels followed the same pattern. Level I did register an S.M.D. decrease. As in the preceding decade, this decrease was 10%. This, then would lead one to conclude that when a demand is placed upon society for workers in a particular area, sexual segregation in that area will decrease. Certainly, as Porter stated, the professional worker was in great demand in 1951.

Level II occupations also showed a very large decrease in 1951. Having climbed, by 1941 to about 40% more segregation than in 1921, the Level II S.M.D. suddenly decreased by about 30% in 1951. When this

was divided and separate S.M.D.s were calculated for the two types of occupations in this level, we saw that both the Semi-Professional and the Managerial occupations decreased in 1951.

In Level III which was labelled "White Collar and Skilled Trades" the S.M.D. rose by 5%. When this level was divided into two parts, there was an indication that the skilled trades showed a decrease in segregation.

In Level IV occupations, segregation decreased in 1951, following the general labour force pattern. It should be mentioned again that the labels given these levels do not indicate that all occupations in that level would necessarily fall under that particular label. These titles merely indicate a preponderance of a particular type of occupation in a particular level. Consequently, in the Blue Collar Level there are some skilled trades and some white collar occupations. Furthermore, many occupations which could be labelled "blue collar" actually involve the development of a skill but are still not considered to be skilled trades. (Porter, 1965, p. 44) This, then could account for a segregational decrease in this level and also lends more credence to the speculation that segregational decreases and industrialization are related.

In 1961 the S.M.D. for the total labour force appeared again to be levelling off. Again, we see that this pattern was not the case in the four socio-economic levels. Although the socio-economic levels, did not appear to vary quite so dramatically from the overall labour

force in this decade. Level I continued to decrease in S.M.D. value in 1961. Whereas between 1931 and 1951 this level had decreased by approximately 10% per decade, in 1961 it decreased by only 3.7% indicating that possibly this level is stabilizing somewhat. Level II decreased by less than 5%. Again, it would appear to be stabilizing somewhat, as this 5% change is greatly contrasted by the very severe differences in S.M.D. values for the preceding census years.

Level III showed an S.M.D. decrease of almost 6%. This is not an extraordinary change in this level since it has previously been noted to have varied less than 7% from year to year. Again, Level IV followed closely the general pattern of the labour force with an S.M.D. increase of less than 2%, indicating some stabilization of segregational changes.

In all Levels, then, the segregational pattern appeared to be levelling off somewhat in 1961. Furthermore, at this point, only Level I shows an S.M.D. value which is very much different from the S.M.D. value for the total labour force. Level I was, in 1961, showing less segregation than any other level and was 16.4% lower than the overall labour force.

Level I is the only level which has shown a consistent S.M.D. decrease over time. It has also segregated less than any other level after 1931. This is the only level which would appear to indicate any relatively stable pattern of change in sexual segregation. It does not give any indication of increase in S.M.D. after 1931. Based upon this past, established pattern one might expect that segregation in Level I should not increase in the future.

All other levels show fluctuant patterns in segregation. However, Level III, though variable, does not show extreme changes when compared to the other levels. This would lead one to conclude that this level, while it might continue to fluctuate somewhat, will not show any very great increase or decrease in segregation.

Limitations of the Study

In the process of compiling these data, I became aware of certain potentially troublesome areas, which might place limitations upon the conclusions made. A potential limitation to this study came from the use of the Blishen Scale. Since there was some difficulty involved in overlapping the Blishen Scale occupational listings with those in the 1921 - 1951 census reports, questions arose as to the efficacy of making comparisons among the S.M.D.s of the various socio-economic levels over time and with comparing these to the general S.M.D. values calculated for the total labour force. Even in the 1961 labour force, not all occupations overlapped because Blishen only used 320 occupations in compiling his index.

In order to check to see if this problem were very serious, I decided to compare the S.M.D. calculated for the total labour force for each year to an average of the S.M.D. values of all levels for each census year. The results of these calculations are as follows:

Table IVa: S.M.D. Total Labour Force as Compared to the Average S.M.D.s of the Four Socio-Economic Levels, 1921 - 1961

	1921	1931	1941	1951	1961
S.M.D. Total Labour Force	65.2	73.1	74.0	69.8	70.4
Average S.M.D.	63.6	76.8	77.0	66.9	64.0

This table indicated that from 1921 - 1961 the average S.M.D. values were within 6.4% of the S.M.D. values of the total labour force of the same year. This table demonstrates that the S.M.D. calculations are close enough to the total figures that comparisons and conclusions may be made.

Only in one area of the data were difficulties seen as a result of the aforementioned overlapping of occupational categories. In 1931, all S.M.D. values for the socio-economic levels were higher than the statistic for the total labour force. In Table IVa this is observable in the average of the S.M.D.s for all 1931 levels. This, however, was the only directly observable flaw in this study which could be said to be a direct result of the difficulties encountered in overlapping the Blishen Scale occupations with those in the different census years.

A final point which should be mentioned under "Limitations of the Study" is that of the bias of the author. Although I am a woman, I feel that the nature of this study, particularly of the data analysis, sufficiently controls for any influence that I might impart as a result of my own lack of objectivity. Since the results were not open to any subjective approach on my part but were merely the result of a long series of strictly mathematical calculations, I do not see that this study can be at all seriously faulted for author bias.

Contributions of the Study and Implications for Further Research

This thesis was, in part, a replication of a study done by Edward Gross (1967) for the American labour force. This is the first application

of a measure of segregation to Canadian census data. The importance of this study lies chiefly in the fact that we now have a measure of the net changes in sexual, occupational segregation in Canada. Furthermore, we have a measure of net changes by socio-economic level of occupations as well. Until this thesis, this facet of the division of labour in Canada had not been examined. This study also adds to our knowledge of the constitution of the Canadian labour force and, of course, to our perception of the status of women in Canadian society.

Another contribution of this study is the implications for further research suggested by these results. The first, and most obvious implication for further research is a continuance of the calculation of the S.M.D.s to encompass the 1971 census data which were not available at the time that this thesis was being compiled. Other implications are also presented by this study. It would be interesting to examine patterns of segregation over time in different regions of Canada. An inter-provincial study, for instance, might render some interesting results.

It would also be interesting to view changes in S.M.D. in Canada with those in other countries. For instance, comparisons between Canada and the United States, or Canada and the United Soviet Socialist Republic would surely produce some interesting points of comparison and contrast.

It would also be interesting, now that we know how segregation has been changing, to look further in an attempt to discover factors affecting changes in segregation, and to discover to what extent the

sexual division of labour is functional in Canada. In his study of sexual segregation in the American labour force Gross (1967, p. 207) suggested that a further implication of this type of work would be to examine labour force trends in an effort to see ways in which sexually based occupational segregation may be diminished. He suggests further that such research would have implications in the search for ways to diminish racial segregation in the occupational structure of the United States. (Gross, 1967, p. 208). This certainly would be an implication for further Canadian research as well.

In conclusion, then, this thesis, although only exploratory, has great implications for further research. As the first study of its kind in Canada, it opens the door, so to speak, to further Canadian studies as well as to studies of international comparisons. Furthermore, it has implications for research on other forms of segregation in our society.

References: Chapter IV

Gross, E. Plus ça change...? the sexual structure of occupations over time. Social Problems. Fall, 1967, pp. 194-203.

Plumptre, A.F.W. Organizing the Canadian economy for war. Canadian war economics. (J. F. Parkinson, ed.) Toronto: University of Toronto Press, 1941.

Porter, J. The Vertical mosaic: an analysis of social class and power in Canada. Toronto: University of Toronto Press, 1965.

Royal Commission. The report of the royal commission on the status of women in Canada. Ottawa: Information Canada, 1970.

APPENDIX I a

19 21 DATA

LEVEL I

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
chemical engineers	12,814	0	100	0	1000	0	11.27
dentists	3126	32	99.0	1.0	990	10	10.28
professors & college principals	1851	223	89.3	10.7	893	107	0.60
physicians & surgeons	9008	270	97.1	2.9	971	29	8.38
geologists							
mining engineers							
lawyers & notaries	7145	64	99.1	0.9	991	9	10.37
civil engineers							
architects	1165	4	99.7	0.3	997	3	10.97
veterinarians	1306	0	100	0	1000	0	11.27
electrical engineers							
professional engineers n.e.s.*							

*n.e.s. - not elsewhere specified

Level I (continued)
1921 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Difference	
physicists							
optometrists							
biological scientists							
physical scientists n.e.s.							
pharmacists							
mechanical engineers							
judges and magistrates							
economists							
chemists							
industrial engineers							
osteopaths & chiropractors							
school teachers	11,042	49,795	18.2	81.8	182	818	70.34
accountants & auditors	1432	36	97.6	2.4	976	24	8.88
owners & managers, education & related services							
actuaries & statisticians							

<u>Level I (continued)</u>				<u>1921 Data</u>			
Occupation	Number Employed		% Male	% Female	Standardized		Absolute Difference
	Male	Female			Male	Female	
computer programmers							
owners & managers, services to business management							
agricultural professions, n.e.s.							
owners & managers, chemical & chemical products industries							
advertising managers							
air pilots, navigators & flight engineers							
owners & managers, primary metal industries							
owners & managers, paper & allied industries							
owners & managers, electrical products industries							
owners & managers, finance, insurance, real estate							
authors, editors & journalists	1666	248	87.0	13.0	870	130	1.69
owners & managers, rubber industries							
TOTALS					8870	1130	

LEVEL II1921 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Difference	
owners & managers, machinery industries							
librarians							
owners & managers, petroleum & coal products industries							
sales managers							
owners & managers, mines, quarries & oil wells							
owners & managers, textile industries							
owners & managers, transportation & equipment industries							
professional occupations n.e.s.	4311	1217	78.0	22.0	780	220	3.66
credit managers							
office managers							
owners & managers, health & welfare services							
security salesmen & brokers	3082	27	99.1	0.9	991	9	18.93
radio & t.v. announcers							
owners & managers, printing publishing & allied industries							

Level II (continued)

Occupation

Number Employed % Male % Female

1921 Data
Standardized Absolute
Number Employed Difference

	Male	Female			Male	Female	
owners & managers, federal administration							
owners & managers knitting mills							
clergymen & priests	13,874	13,164	51.3	48.7	513	487	15.66
owners & managers, miscellaneous manufacturing industries							
other health professionals							
artists (except commercial) art teachers	906	349	72.2	27.8	722	278	0.54
inspectors & foremen, communication							
draughtsmen	3332	637	84.0	16.0	840	160	8.00
owners & managers metal fabricating industries							
owners & managers, leather industries							
social welfare workers							
owners & managers, non-metallic mineral products industries							
advertising salesmen & agents							
purchasing agents & buyers							
insurance salesmen & agents							

Level II (continued)				1921 Data			
Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
owners & managers clothing industries							
science & engineering technicians n.e.s.	289	591	32.8	67.2	328	672	29.06
brokers, agents & appraisers							
owners & managers, pro- vincial administration							
artists commercial							
owners & managers, transportation & communication & other utilities							
owners & managers, wholesale trade	97,192	7142	93.2	6.8	932	68	14.66
owners & managers, local administration							
surveyors							
commercial travellers							
owners & managers, furniture & fixture industries							
teachers & instructors n.e.s.							
stenographers							
owners & managers, food & beverage industries							
radio & t.v. equipment operators							

Level II (continued)

1921 Data

Occupation	Number Employed	% Male	% Female	Standardized Number Employed	Absolute Difference
------------	-----------------	--------	----------	---------------------------------	------------------------

Male	Female
------	--------

Male	Female
------	--------

physical & occupational therapists					
------------------------------------	--	--	--	--	--

athletes & sports officials					
-----------------------------	--	--	--	--	--

TOTALS					
--------	--	--	--	--	--

5106					
------	--	--	--	--	--

1894					
------	--	--	--	--	--

LEVEL III

1921 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference	
	Male	Female			Male	Female		
musicians & music teachers	3242	4308	42.9	57.1	429	571	21.16	
nurses-in-training	223	2162	9.4	90.6	94	906	38.59	
bookkeepers & cashiers								
funeral directors & embalmers	1207	15	98.8	1.2	988	12	7.92	
foremen, transportation equipment industries								
foremen, primary metals industries								
real-estate salesmen & agents	6779	93	98.7	1.3	987	13	7.87	
medical & dental technicians								
photo-engravers								
photographers								
engravers (except photo- engravers)								
ticket, station & express agents, transport								
batch & continuous still operators								
office appliance operators								

<u>Level III (continued)</u> Occupation	Number Employed		% Male % Female		Standardized		1921 Data
					Number Employed		Absolute Difference
	Male	Female			Male	Female	
owners & managers, construction industries							
foremen, electric power, gas & water utilities							
power station operators							
locomotive engineers							
conductors, railroad							
owners & managers, wood industries							
owners & managers, miscellaneous services							
foremen, paper & allied industries							
owners & managers, motion picture & recreational services							
linemen & servicemen, telephone, telegraph & power							
foremen, other manufacturing industries							
lithographic & photo-offset occupations							
toolmakers & diemakers							
inspectors, construction							
interior decorators & window dressers							

Level III (continued)

Occupation

Number Employed % Male % Female

1921 Data
Standardized Absolute
Number Employed Difference

	Male	Female			Male	Female	
foremen, trade							
foremen, mine, quarry, petroleum well							
telephone operators							
owners & managers, forestry & logging							
actors, entertainers, showmen	5871	597	90.8	9.2	908	92	3.76
owners & managers, retail trade							
mechanics & repairmen, office machines							
clerical occupations n.e.s.			52.4	47.6	524	476	16.22
mechanics & repairmen, aircraft							
nurses, graduate							
compositors & typesetters							
deck officers, ship							
religious workers							
members of armed services							
locomotive firemen	1037	0	100	0	1000	0	8.55

Level III (continued) Occupation	Number Employed		% Male	% Female	1921 Data		
					Standardized Number Employed	Absolute Difference	
	Male	Female			Male	Female	
electricians, wiremen & electrical repairmen	2937	38	98.7	1.3	987	13	7.87
auctioneers	4862	359	93.1	6.9	931	69	4.96
canvassers & other door to door salesmen	3669	65	98.3	1.7	983	17	7.66
brakemen, railroad							
paper makers	7552	800	90.4	9.6	904	96	3.56
owners & managers, personal service							
printing workers n.e.s.							
mechanics & repairmen radio & t.v. receivers							
photographic processing occupations occupations n.e.s.							
engineering officers, ship							
millrights							
inspectors graders & samplers n.e.s.							
inspectors, examiners & guagers, metal							
pattern makers (except paper)	1180	21	98.3	1.7	983	17	7.66
typists & clerk typists							

Level III (continued)

1921 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed		
postmasters							
well drillers & related workers	1053	1	99.9	0.1	999	1	8.50
foremen & all other industries							
pressmen, printing	11,744	201	98.3	1.7	983	17	7.66
telegraph operators							
inspectors & foremen, transport							
projectionists, motion picture							
foremen, textiles & clothing industries							
lens grinders & polishers, opticians							
bookbinders							
foremen, food & beverage industries							
TOTALS					11,700	2300	

Level IV Occupation	Number Employed		% Male	% Female	1921 Data		Standardized Number Employed	Absolute Difference
					Male	Female		
general foremen, construction								
operators, electric steet railway								
stationary enginemen								
rolling mill operators								
chemical & related process workers	4247	1372	75.6	24.4	756	244	2.62	
prospectors								
foremen, wood & furniture industries								
sales clerks	101,121	36,189	73.6	26.4	736	264	3.04	
machine & machine tool setters	34,137	49	99.9	0.1	999	1	2.39	
jewellers & watch-makers	2252	24	99.0	1.0	990	10	2.21	
civilian protective services	9008	42	99.5	0.5	995	5	2.31	
stewards								
farm managers & foremen								
other occupations in bookbinding								
baggage men & expressmen, transport								

Level IV (continued)1921 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Female	Difference
metal treating occupations n.e.s.			97.7	2.3	977	23	1.93
mechanics & repairmen, n.e.s.							
riggers & cable splicers except telephone, telegraph & power							
furnacemen & heaters, metal							
cellulose pulp preparers							
stock-clerks & store-keepers							
logging foremen							
beverage processors	1364	119	92.0	8.0	920	80	0.76
plumbers & pipefitters	12,267	11	99.9	0.1	999	1	2.39
heat-treaters, annealers & temperers							
paper making occupations n.e.s.	1355	819	62.3	37.7	623	377	5.36
hoistmen, cranemen, derrickmen							
inspectors, graders, scalers, log & lumber							
electrical & electronic workers, n.e.s.							
switchmen & signalmen							

Level IV (continued)

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Difference	
fitters & assemblers, electrical & electronic equipment							
sheet metal workers							
metal drawers & extruders							
miners	43,359	44	99.9	0.1	999	1	2.39
bartenders							
insulation appliers							
roasters, cookers & other heat treaters, chemical							
furriers							
boiler makers, platers & structural metal workers							
welders & flame cutters							
timbermen	39,194	0	100.0	0	1000	0	2.41
tire & tube builders							
filers, grinders & sharpeners							
service workers n.e.s.			22.4	77.6	224	776	13.58
nursing assistants & aides							

Level IV (continued)

Occupation

Number Employed % Male % Female

Standardized Absolute
Number Employed Difference

1921 Data

	Male	Female		Male	Female		
shipping & receiving clerks							
millmen							
bus drivers							
forest rangers & cruisers							
metal working machine operators							
quarriers & related workers	3625	1	99.9	0.1	999	1	2.39
moulders							
porters, baggage & pullmen							
mechanics & repairmen, motor vehicle							
mechanics & repairmen, railroad equipment							
fitters & assemblers, metal							
crushers, millers, calenderers, chemical							
electroplaters, dip platers, & related workers							
cutters, markers, textiles garment & glove leather							
production process & related workers							

Level IV (continued)

1921 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Number Employed	
lodging & boarding house keepers	11,019	6028	64.6	35.4	646	354	4.88
barbers, hairdressers & manicurists	10,938	664	94.3	5.7	943	57	1.23
cabinet & furniture makers wood	8804	170	98.1	1.9	981	19	1.32
driver, salesmen							
labourers, primary metal industries							
metal working occupations n.e.s. deck-ratings (ship), barge crews & boatmen							
paper products makers							
postmen & mail carriers							
service station attendants							
butchers & meat cutters							
meat canners, curers, packers							
motormen, vehicle except railway							
waiters							
hawkers & peddlars							
oiler & greasers, machinery & vehicles, except ship							

Level IV (continued)

1921 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Female	Difference
tobacco preparers & products makers	2483	2936	45.8	54.2	458	542	8.77
upholsterers							
tailors	5988	2665	69.2	30.8	692	308	3.94
labourers, trade	20,029	52	99.7	0.3	997	3	2.35
bleachers & dyers, textiles							
painters (construction & maintenance)	22,329	63	99.7	0.3	997	3	2.35
paper hangers & glaziers							
taxi drivers & chauffeurs							
operators of earth moving & other construction equipment							
painters (except construction and maintenance)							
coremakers							
baby sitters							
labourers, mine	43,359	44	99.9	0.1	999	1	2.39
blacksmiths, hammermen & forgemen	18,651	0	100	0	1000	0	2.41
brickmakers, stonemasons & tilemen	10,257	0	100	0	1000	0	2.41
attendants, recreation & amusements							

Level IV (continued)

1921 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Female	Difference
plasterers & lathers	2719	0	100	0	1000	0	2.41
other food processing occupations			76.9	23.1	769	231	2.35
bottlers, wrappers, labellers							
clay, glass & stone masons							
n.e.s.							
materials handling							
equipment operators							
labourers, paper & allied industries							
carpenters	56,241	1	99.9	0.1	999	1	2.39
vulcanizers							
fruit & vegetable canners & packers	6 6836	1053	86.7	13.3	867	133	0.41
other rubber workers	10,144	1863	84.5	15.5	845	155	0.78
labourers, communication & storage							
milk processors	2017	78	96.3	3.7	963	37	1.65
cooks							
construction workers n.e.s.	95,421	29	99.9	0.1	999	1	2.39
longshoremen & stevedores							

Level IV (continued)					1921 Data		
Occupation	Number Employed		% Male	% Female	Standardized Number Employed	Absolute Difference	
	Male	Female			Male	Female	
truck drivers							
gardeners (except farm) & groundskeepers	9864	374	96.4	3.6	964	36	1.66
bakers	5400	186	96.7	3.3	967	33	1.73
labourers, electric power, gas & water utilities							
messengers							
warehousemen & freight handlers							
polishers, buffers metal							
boiler firemen (except ships)							
labourers, all other industries	117,211	0	100	0	1000	0	2.41
launderers & dry cleaners	391	12	97.0	3.0	970	30	1.79
other agricultural occupations			98.1	1.9	981	19	2.01
dressmakers & seamstresses							
riveters & rivet heaters							
millers of flour & grain							
furnacemen & kilnmen, ceramics & glass							

Level IV (continued)
Occupation

1921 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Difference	
knitters							
transport occupations n.e.s.							
labourers, other public adminis- tration & defense							
wood working occupations n.e.s.	1806	33	98.2	1.8	982	18	2.04
stone cutters & dressers							
apparel & related products workers			24.1	75.9	241	759	13.24
tanners & tannery operatives	1069	17	98.4	1.6	984	16	2.08
sawyers							
wood-working machine operators							
labourers, other manufacturing industries							
janitors & cleaners, building	9953	846	92.2	7.8	922	78	0.80
labourers, food & beverage industries							
kitchen helpers & related service workers							
engine room ratings, firemen & oilers, ship							
newsvendors							

Level IV (continued)				1921 Data			
Occupation	Number Employed		% Male	% Female	Standardized Number Employed	Absolute Difference	
	Male	Female			Male	Female	
labourers, railway, transport							
finishers & calenderers							
elevator tenders, building							
shoemakers & repairers, not in a factory	14, 481	3848	79.0	21.0	790	210	1.92
sewers & sewing machine operators							
cement & concrete finishers							
guides							
farm labourers	169,569	759	99.6	0.4	996	4	2.33
labourers, transportation (except railway)							
labourers, wood industry							
labourers, transportation equipment industry	3924	0	100	0	1000	0	2.41
other textile occupations	10,228	12,926	44.2	55.8	442	558	9.10
carders, combers, fibre preparers, & others							
labourers, construction							
other leather products makers							

Level IV (continued)

Occupation	Number Employed		% Male	% Female	Standardized		1921 Data	
	Male	Female			Number Employed		Absolute	Difference
fishermen	27,048	43	99.8	0.2	998	2	2.36	
leather cutters								
loom fixers & loom preparers								
lumbermen including labourers in logging								
spinners & twisters								
weavers								
teamsters								
labourers, local administration	17,837	37	99.8	0.2	998	2	2.36	
winders & realers								
sectionmen & trackmen								
labourers, textile & clothing industry								
shoemakers & repairers in a factory								
fish canners, curers & packers								
trappers & hunters	2193	8	99.6	0.4	996	4	2.33	
TOTALS					41,506	5494		

APPENDIX 1b

1931 DATA

LEVEL I

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
chemical engineers							
dentists	4007	32	99.2	0.8	992	8	4.16
professors & college principals	2941	259	91.9	8.1	919	81	1.89
physicians & surgeons	9817	203	98.0	2.0	980	20	3.17
geologists							
mining engineers	1498	0	100	0	1000	0	4.83
lawyers & notaries	8004	54	99.3	0.7	993	7	4.24
civil engineers	7524	0	100	0	1000	0	4.83
architects	1296	2	99.9	0.1	999	1	4.74
veterinarians	1046	0	100	0	1000	0	4.83
electrical engineers	3937	0	100	0	1000	0	4.83
professional engineers n.e.s.*							

*n.e.s. - not elsewhere specified

Level I (continued)

1931 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
physicists							
optometrists							
biological scientists							
physical scientists n.e.s.							
pharmacists							
mechanical engineers	2859	0	100	0	1000	0	4.83
judges and magistrates	539	5	99.1	0.9	991	9	4.08
economists							
chemists							
industrial engineers							
osteopaths & chiropractors	452	90	83.4	16.6	834	166	8.96
school teachers	18,274	64,709	22.0	78.0	220	780	59.93
accountants & auditors	17,052	571	96.8	3.2	968	32	2.17
owners & managers, education & related services							
actuaries & statisticians							

Level I (continued)
1931 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Female	
computer programmers							
owners & managers, services to business management							
agricultural professions, n.e.s.							
owners & managers, chemical & chemical products industries	1147	18	98.5	1.5	985	15	3.58
advertising managers							
air pilots, navigators & flight engineers	335	0	100	0	1000	0	4.83
owners & managers, primary metal industries	6579	28	99.6	0.4	996	4	4.50
owners & managers, paper & allied industries	1146	5	99.6	0.4	996	4	4.50
owners & managers, electrical products industries	763	5	99.4	0.6	994	6	4.33
owners & managers, finance, insurance, real estate	8557	38	99.6	0.4	996	4	4.50
authors, editors & journalists	2880	464	86.1	13.9	861	139	6.71
owners & managers, rubber industries	357	1	99.7	0.3	997	3	4.58
TOTALS					20,721	1279	

LEVEL II

1931 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
owners & managers, machinery industries							
librarians	203	806	20.1	79.9	201	799	17.48
owners & managers, petroleum & coal products industries							
sales managers							
owners & managers, mines, quarries & oil wells			100	0	1000	0	4.62
owners & managers, textile industries	1135	19	98.4	1.6	984	16	4.17
owners & managers, transportation & equipment industries							
professional occupations n.e.s.							
credit managers	712	15	97.9	2.1	979	21	4.04
office managers							
owners & managers, health & welfare services							
security salesmen & brokers	4873	36	99.3	0.7	993	7	4.42
radio & t.v. announcers							
owners & managers, printing publishing & allied industries	2568	68	97.4	2.6	974	26	3.90

Level II (continued)

1931 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Female	Difference
owners & managers, federal administration							
owners & managers knitting mills							
clergymen & priests	12,662	16	99.9	0.1	999	1	4.59
owners & managers, miscellaneous manufacturing industries	983	14	98.6	1.4	986	14	4.23
other health professionals	492	928	34.7	65.3	347	653	13.45
artists (except commercial) art teachers	1909	709	72.9	27.1	729	271	2.87
inspectors & foremen, communication	1144	414	73.4	26.6	734	266	2.74
draughtsmen	4596	105	97.8	2.2	978	22	4.01
owners & managers metal fabricating industries							
owners & managers, leather industries	1314	9	99.3	0.7	993	7	4.42
social welfare workers	381	792	32.5	67.5	325	675	14.05
owners & managers, non-metallic mineral products industries	1905	22	98.9	1.1	989	11	4.32
advertising salesmen & agents	1997	132	93.8	6.2	938	62	2.90
purchasing agents & buyers	6298	260	96.0	4.0	960	40	3.51
insurance salesmen & agents	17,049	350	98.0	2.0	980	20	4.06

11-3

Level II (continued)				1931 Data			
Occupation	Number Employed		% Male	% Female	Standardized Number Employed	Absolute Difference	
	Male	Female			Male	Female	
owners & managers clothing industries	2633	179	93.6	6.4	936	64	2.85
science & engineering technicians n.e.s.							
brokers, agents & appraisers	6073	186	97.0	3.0	970	30	3.79
owners & managers, pro- vincial administration							
artists commercial							
owners & managers, transportation & communication & other utilities	12,233	1040	92.2	7.8	922	78	2.46
owners & managers, wholesale trade	13,336	104	99.2	0.8	992	8	4.40
owners & managers, local administration							
surveyors							
commercial travellers	16,495	71	99.6	0.4	996	4	4.51
owners & managers, furniture & fixture industries							
teachers & instructors n.e.s.	704	241	74.5	25.5	745	255	2.44
stenographers	3531	64,993	5.2	94.8	52	948	21.60
owners & managers, food & beverage industries	6491	287	95.8	4.2	958	42	3.45
radio & t.v. equipment operators							

Level II (continued)

1931 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Difference	
physical & occupational therapists							
athletes & sports officials							
TOTALS					21,660	4340	

LEVEL III

1931 Data

Occupation	Number Employed	% Male	% Female	Standardized Number Employed	Absolute Difference
------------	-----------------	--------	----------	---------------------------------	------------------------

	Male	Female			Male	Female	
musicians & music teachers	4145	4641	47.2	52.8	472	528	5.48
nurses-in-training	0	11436	0	100	0	1000	12.73
bookkeepers & cashiers	29,553	21,419	58.0	42.0	580	420	3.83
funeral directors & embalmers	1612	17	99.0	1.0	990	10	2.47
foremen, transportation equipment industries							
foremen, primary metals industries	5457	118	97.9	2.1	979	21	2.30
real-estate salesmen & agents	5518	146	97.4	2.6	974	26	2.22
medical & dental technicians							
photo-engravers							
photographers	2240	508	81.5	18.5	815	185	0.21
engravers (except photo- engravers)	976	2	99.8	0.2	998	2	2.59
ticket, station & express agents, transport	5323	16	99.7	0.3	997	3	2.57
batch & continuous still operators							
office appliance operators	239	1503	13.7	86.3	137	863	10.63

Level III (continued)
Occupation

Number Employed % Male % Female

Standardized
Number Employed

1931 Data
Absolute
Difference

	Male	Female			Male	Female	
owners & managers, construction industries	13,012	9	99.9	0.1	999	1	2.61
foremen, electric power, gas & water utilities	487	0	100	0	1000	0	2.62
power station operators							
locomotive engineers	7920	0	100	0	1000	0	2.62
conductors, railroad							
owners & managers, wood industries	4493	16	99.9	0.1	999	1	2.61
owners & managers, miscellaneous services							
foremen, paper & allied industries	1146	5	99.6	0.4	996	4	2.56
owners & managers, motion picture & recreational services	3077	68	97.8	2.2	978	22	2.28
linemen & servicemen, telephone, telegraph & power	6784	0	100	0	1000	0	2.62
foremen, other manufacturing industries	311	77	80.2	19.8	802	198	0.42
lithographic & photo-offset occupations	780	1	99.9	0.1	999	1	2.61
toolmakers & diemakers	2851	0	100	0	1000	0	2.62
inspectors, construction							
interior decorators & window dressers							

111 3

Level III (continued)

1931 Data

Occupation	Number Employed		% Male % Female		Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
foremen, trade	1545	293	84.1	15.9	841	159	0.18
foremen, mine, quarry, petroleum well	2001	0	100	0	1000	0	2.62
telephone operators	960	14,373	6.3	93.7	63	937	11.76
owners & managers, forestry & logging	2463	0	100	0	1000	0	2.62
actors, entertainers, showmen	1152	227	83.5	16.5	835	165	0.09
owners & managers, retail trade	94,162	6709	93.4	6.6	934	66	1.61
mechanics & repairmen, office machines							
clerical occupations n.e.s.	90,816	29,012	75.8	24.2	758	242	1.09
mechanics & repairmen, aircraft							
nurses, graduate			0	100	0	1000	12.73
compositors & typesetters	10,869	386	96.6	3.4	966	34	2.10
deck officers, ship							
religious workers	1321	1018	56.5	43.5	565	435	4.06
members of armed services	4221	0	100	0	1000	0	2.62
locomotive firemen			100	0	1000	0	2.62

Level III (continued)1931 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Female	
electricians, wiremen & electrical repairmen							
auctioneers	668	2	99.7	0.3	997	3	2.57
canvassers & other door to door salesmen	6441	545	92.2	7.8	922	78	1.43
brakemen, railroad	8495	0	100	0	1000	0	2.62
paper makers			100	0	1000	0	2.62
owners & managers, personal service							
printing workers n.e.s.							
mechanics & repairmen radio & t.v. receivers							
photographic processing occupations occupations n.e.s.							
engineering officers, ship			100	0	1000	0	2.62
millrights			100	0	1000	0	2.62
inspectors graders & samplers n.e.s.							
inspectors, examiners & guagers, metal							
pattern makers (except paper)			100	0	1000	0	2.62
typists & clerk typists							

II - 5

Level III (continued)

1931 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
postmasters							
well drillers & related workers			100	0	1000	0	2.62
foremen & all other industries							
pressmen, printing			100	0	1000	0	2.62
telegraph operators	6035	749	89.0	11.0	890	110	0.93
inspectors & foremen, transport							
projectionists, motion picture	1358	5	99.6	0.4	996	4	2.56
foremen, textiles & clothing industries	461	741	38.4	61.6	384	616	6.83
lens grinders & polishers, opticians	853	16	98.2	1.8	982	18	2.34
bookbinders	822	1137	42.0	58.0	420	580	6.28
foremen, food & beverage industries	1723	247	87.5	12.5	875	125	0.70
TOTALS					38,144	7856	

Level IV

1931 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
general foremen, construction	100	0	100	0	1000	0	1.23
operators, electric street railway							
stationary enginemen			100	0	1000	0	1.23
rolling mill operators			100	0	1000	0	1.23
chemical & related process workers							
prospectors							
foremen, wood & furniture industries	1641	12	99.3	0.7	993	.7	1.15
sales clerks	100,537	44,990	95.7	4.3	957	43	0.76
machine & machine tool setters			100	0	1000	0	1.23
jewellers & watch-makers	2665	113	95.9	4.1	959	41	0.79
civilian protective services	56,910	78	99.5	0.5	995	5	1.17
stewards	11,203	12,797	46.7	53.3	467	533	4.56
farm managers & foremen	3022	29	99.1	0.9	991	9	1.12
other occupations in bookbinding	2787	191	93.6	6.4	936	64	0.53
baggage men & expressmen, transport			100	0	1000	0	1.23

Level IV (continued)
1931 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Female	Difference
metal treating occupations n.e.s.							
mechanics & repairmen, n.e.s.							
riggers & cable splicers except telephone, telegraph & power							
furnacemen & heaters, metal			100	0	1000	0	1.23
cellulose pulp preparers							
stock-clerks & store-keepers							
logging foremen			100	0	1000	0	1.23
beverage processors							
plumbers & pipefitters			100	0	1000	0	1.23
heat-treaters, annealers & temperers							
paper making occupations n.e.s.	961	1850	34.2	65.8	342	658	5.91
hoistmen, cranemen, derrickmen			100	0	1000	0	1.23
inspectors, graders, scalers, log & lumber							
electrical & electronic workers, n.e.s.							
switchmen & signalmen			100	0	1000	0	1.23

Level IV (continued)

1931 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
fitters & assemblers, electrical & electronic equipment							
sheet metal workers	6738	87	98.7	1.3	987	13	1.08
metal drawers & extruders							
miners			100	0	1000	0	1.23
bartenders							
insulation appliers							
roasters, cookers & other heat treaters, chemical							
furriers	2406	1251	65.8	34.2	658	342	2.48
boiler makers, platers & struc- tural metal workers			100	0	1000	0	1.23
welders & flame cutters							
timbermen			100	0	1000	0	1.23
tire & tube builders	1013	109	90.3	9.7	903	97	0.18
filers, grinders & sharpeners			100	0	1000	0	1.23
service workers n.e.s.							
nursing assistants & aides							

Level IV (continued)
Occupation

1931 Data
Number Employed % Male % Female Standardized Absolute
Number Employed Difference

	Male	Female			Male	Female	
shipping & receiving clerks	15,045	477	96.9	3.1	969	31	0.89
millmen							
bus drivers							
forest rangers & cruisers			100	0	1000	0	1.23
metal working machine operators	4122	616	87.0	13.0	870	130	0.18
quarriers & related workers			100	0	1000	0	1.23
moulders	7876	68	99.1	0.9	991	9	1.21
porters, baggage & pullmen			100	0	1000	0	1.23
mechanics & repairmen, motor vehicle							
mechanics & repairmen, railroad equipment							
fitters & assemblers, metal	3801	109	97.2	2.8	972	28	0.92
crushers, millers, calenderers, chemical							
electroplaters, dip platers, & related workers							
cutters, markers, textiles garment & glove leather production process & related workers	4719	574	89.2	10.8	892	108	0.05

Level IV (continued)

1931 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
lodging & boarding house keepers	1742	18,707	8.5	91.5	85	915	8.71
barbers, hairdressers & manicurists	15,906	6369	71.4	28.6	714	286	1.88
cabinet & furniture makers wood			100	0	1000	0	1.23
driver, salesmen							
labourers, primary metal industries							
metal working occupations n.e.s.							
deck-ratings (ship), barge crews & boatmen			100	0	1000	0	1.23
paper products makers							
postmen & mail carriers	6700	51	99.2	0.8	992	8	1.14
service station attendants							
butchers & meat cutters	9485	3	99.9	0.1	999	1	1.21
meat canners, curers, packers	504	356	66.3	33.7	663	337	2.43
motormen, vehicle except railway							
waiters							
hawkers & peddlars	4470	57	98.7	1.3	987	13	1.08
oiler & greasers, machinery & vehicles, except ship			100	0	1000	0	1.23

Level IV (continued)

Occupation

Number Employed % Male % Female

Standardized Absolute
Number Employed Difference

	Male	Female			Male	Female	
tobacco preparers & products makers	783	888	46.9	53.1	469	531	4.54
upholsterers	2992	151	95.2	4.8	952	48	0.71
tailors	10,123	1569	86.6	13.4	866	134	0.23
labourers, trade							
bleachers & dyers, textiles	1054	69	93.9	6.1	939	61	0.56
painters (construction & maintenance) paper hangers & glaziers			100	0	1000	0	1.23
taxi drivers & chauffeurs	15,388	12	99.9	0.1	999	1	1.21
operators of earth moving & other construction equipment							
painters (except construction and maintenance)							
coremakers							
baby sitters							
labourers, mine			100	0	1000	0	1.23
blacksmiths, hammermen & forgemen			100	0	1000	0	1.23
brickmakers, stonemasons & tilemen			100	0	1000	0	1.23
attendants, recreation & amusements	521	215	70.8	29.2	708	292	1.94

Level IV (continued)

Occupation

Number Employed % Male % Female

Standardized Absolute
Number Employed Difference

1931 Data

	Male	Female			Male	Female	
plasterers & lathers			100	0	1000	0	1.23
other food processing occupations							
bottlers, wrappers, labellers	806	165	83.0	17.0	830	170	0.62
clay, glass & stone masons							
n.e.s.							
materials handling equipment operators							
labourers, paper & allied industries							
carpenters			100	0	1000	0	1.23
vulcanizers			100	0	1000	0	1.23
fruit & vegetable canners & packers	172	211	44.9	55.1	449	551	4.75
other rubber workers							
labourers, communication & storage							
milk processors							
cooks	17,832	7818	69.5	30.5	695	305	2.09
construction workers n.e.s.							
longshoremen & stevedores			100	0	1000	0	1.23

Level IV (continued)

1931 Data

Occupation

Number Employed

% Male

% Female

Standardized
Number Employed

Absolute
Difference

	Male	Female			Male	Female	
truck drivers			100	0	1000	0	1.23
gardeners (except farm) & groundskeepers	10,714	298	97.3	2.7	973	27	0.93
bakers	9394	318	96.7	3.3	967	33	0.86
labourers, electric power, gas & water utilities							
messengers	12,880	360	97.3	2.7	973	27	0.93
warehousemen & freight handlers	5308	29	99.5	0.5	995	5	1.17
polishers, buffers metal							
boiler firemen (except ships)			100	0	1000	0	1.23
labourers, all other industries	425,408	11,707	97.3	2.7	973	27	0.93
launderers & dry cleaners	13,623	9012	60.2	39.8	602	398	3.09
other agricultural occupations							
dressmakers & seamstresses	3301	13,336	9.0	91.0	90	910	8.65
riveters & rivet heaters							
millers of flour & grain			100	0	1000	0	1.23
furnacemen & kilnmen, ceramics & glass			100	0	1000	0	1.23

Level IV (continued)

1931 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Difference	
knitters	1748	2268	43.5	56.5	435	565	4.91
transport occupations n.e.s.							
labourers, other public adminis- tration & defense							
wood working occupations n.e.s.							
stone cutters & dressers			100	0	1000	0	1.23
apparel & related products workers							
tanners & tannery operatives	751	1	99.9	0.1	999	1	1.21
sawyers			100	0	1000	0	1.23
wood-working machine operators	2297	62	97.4	2.6	974	26	0.94
labourers, other manufacturing industries							
janitors & cleaners, building	14,691	949	93.9	6.1	939	61	0.56
labourers, food & beverage industries							
kitchen helpers & related service workers	8511	134,043	6.0	94.0	60	940	8.98
engine room ratings, firemen & oilers, ship			100	0	1000	0	1.23
newsvendors	597	5	99.2	0.8	992	8	1.14

Level IV (continued)

1931 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Male	Female	
labourers, railway, transport							
finishers & calenderers							
elevator tenders, building	2901	459	86.3	13.7	863	137	0.26
shoemakers & repairers, not in a factory							
sewers & sewing machine operators							
cement & concrete finishers			100	0	1000	0	1.23
guides							
farm labourers	478,632	4854	99.0	1.0	990	10	1.11
labourers, transportation (except railway)							
labourers, wood industry							
labourers, transportation equipment industry							
other textile occupations							
carders, combers, fibre preparers, & others	804	465	63.4	36.6	634	366	2.74
labourers, construction							
other leather products makers							

Level IV (continued)

1931 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
fishermen	33,620	136	99.6	0.4	996	4	1.18
leather cutters							
loom fixers & loom preparers			100	0	1000	0	1.23
lumbermen including labourers in logging			100	0	1000	0	1.23
spinners & twisters	1854	2586	41.8	58.2	418	582	5.09
weavers	3861	3281	54.1	45.9	541	459	3.76
teamsters			100	0	1000	0	1.23
labourers, local administration							
winders & realers							
sectionmen & trackmen			100	0	1000	0	1.23
labourers, textile & clothing industry							
shoemakers & repairers in a factory	6939	23	99.7	0.3	997	3	1.19
fish cannery, curers & packers	33,620	136	99.6	0.4	996	4	1.18
trappers & hunters	13,788	361	97.5	2.5	975	25	0.95

TOTALS

81,611 10,389

APPENDIX 1c

1941 DATA

LEVEL I

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
chemical engineers							
dentists	4165	45	98.9	1.1	989	11	5.10
professors & college principals	3940	277	93.4	6.6	934	66	0.61
physicians & surgeons	11,489	384	96.8	3.2	968	32	3.38
geologists							
mining engineers	3043	0	100	0	1000	0	6.00
lawyers & notaries	8492	129	98.5	1.5	985	15	4.78
civil engineers	7470	0	100	0	1000	0	6.00
architects	1297	16	98.8	1.2	988	12	5.01
veterinarians	1095	0	100	0	1000	0	6.00
electrical engineers	5118	0	100	0	1000	0	6.00
professional engineers n.e.s.*							

*n.e.s. - not elsewhere specified

Level I (continued)					1941 Data		
Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
physicists							
optometrists							
biological scientists							
physical scientists n.e.s.							
pharmacists							
mechanical engineers	4870	0	100	0	1000	0	6.00
judges and magistrates	480	1	99.8	0.2	998	2	5.83
economists							
chemists	7938	265	96.8	3.2	968	32	3.38
industrial engineers							
osteopaths & chiropractors	484	101	82.7	17.3	827	173	4.65
school teachers	23,795	64,484	27.1	72.9	271	729	53.52
accountants & auditors	34,096	2992	91.9	8.1	919	81	0.62
owners & managers, education & related services							
actuaries & statisticians							

Level I (continued)						1941 Data	
Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
computer programmers							
owners & managers, services to business management							
agricultural professions, n.e.s.							
owners & managers, chemical & chemical products industries							
advertising managers							
air pilots, navigators & flight engineers	697	5	99.3	0.7	993	7	5.42
owners & managers, primary metal industries							
owners & managers, paper & allied industries							
owners & managers, electrical products industries							
owners & managers, finance, insurance, real estate	8542	50	99.4	0.6	994	6	5.51
authors, editors & journalists	3866	714	84.4	15.6	844	156	6.74
owners & managers, rubber industries							
TOTALS					16,678	1322	134.6

LEVEL II1941 Data

Occupation

Number Employed % Male % Female

Standardized
Number EmployedAbsolute
Difference

	Male	Female			Male	Female	
owners & managers, machinery industries							
librarians	247	1331	157	84.3	157	84.3	22.85
owners & managers, petroleum & coal products industries							
sales managers							
owners & managers, mines, quarries & oil wells							
owners & managers, textile industries							
owners & managers, transportation & equipment industries	7309	100	98.7	1.3	987	13	41.58
professional occupations n.e.s.	9502	4516	67.8	32.2	678	322	4.97
credit managers	1234	96	92.8	7.2	928	72	3.61
office managers							
owners & managers, health & welfare services							
security salesmen & brokers	4010	41	99.0	1.0	990	10	5.74
radio & t.v. announcers	434	25	94.6	5.4	946	54	4.23
owners & managers, printing publishing & allied industries							

Level II (continued)

1941 Data

Occupation

Number Employed % Male % Female

Standardized
Number Employed Absolute
Difference

	Male	Female			Male	Female	
owners & managers, federal administration							
owners & managers knitting mills							
clergymen & priests	14,443	31	99.8	0.2	998	2	6.0
owners & managers, miscellaneous manufacturing industries	31,275	725	99.7	0.3	997	3	5.98
other health professionals							
artists (except commercial) art teachers	2536	956	72.6	27.4	726	274	3.33
inspectors & foremen, communication	2459	0	100	0	1000	0	6.08
draughtsmen	6035	157	93.4	6.6	934	66	3.82
owners & managers metal fabricating industries							
owners & managers, leather industries							
social welfare workers	552	1253	30.6	69.4	306	694	17.73
owners & managers, non-metallic mineral products industries							
advertising salesmen & agents	2461	208	92.2	7.8	922	78	3.4
purchasing agents & buyers	9384	495	95.0	5.0	950	50	4.36
insurance salesmen & agents	15,955	441	97.3	2.7	973	27	5.15

Level II (continued)

1941 Data

Occupation	Number Employed		% Male % Female		Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
owners & managers clothing industries							
science & engineering technicians n.e.s.							
brokers, agents & appraisers	1959	124	94.1	5.9	941	59	4.05
owners & managers, pro- vincial administration	7309	100	98.7	1.3	987	13	5.63
artists commercial							
owners & managers, transportation & communication & other utilities	7309	100	98.7	1.3	987	13	5.63
owners & managers, wholesale trade	20,748	238	98.9	1.1	989	11	5.70
owners & managers, local administration							
surveyors							
commercial travellers	31,867	71	99.8	0.2	998	2	6.0
owners & managers, furniture & fixture industries							
teachers & instructors n.e.s.							
stenographers	4141	22,914	5.1	94.9	51	949	26.48
owners & managers, food & beverage industries							
radio & t.v. equipment operators							

1941 Data

TOTALS

16,458 3542

Level III (continued)1941 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute Difference
	Male	Female			Male	Female	
owners & managers, construction industries	6916	27	99.6	0.4	996	4	2.55
foremen, electric power, gas & water utilities							
power station operators	2422	0	100	0	1000	0	2.61
locomotive engineers	7185	0	100	0	1000	0	2.61
conductors, railroad	4260	0	100	0	1000	0	2.61
owners & managers, wood industries							
owners & managers, miscellaneous services	18,381	3317	84.7	15.3	847	153	0.45
foremen, paper & allied industries							
owners & managers, motion picture & recreational services	3486	88	97.5	2.5	975	25	2.25
linemen & servicemen, telephone, telegraph & power	7690	0	100	0	1000	0	2.61
foremen, other manufacturing industries	20,067	2060	90.7	9.3	907	93	1.30
lithographic & photo-offset occupations	2092	61	97.2	2.8	972	28	2.22
toolmakers & diemakers	7276	0	100	0	1000	0	2.61
inspectors, construction	466	0	100	0	1000	0	2.61
interior decorators & window dressers	836	222	79.0	21.0	790	210	0.36

Level III (continued)

1941 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
electricians, wiremen & electrical repairmen	24,281	0	100	0	1000	0	2.61
auctioneers	625	4	99.4	0.6	994	6	2.52
canvassers & other door to door salesmen	7179	703	91.1	8.9	911	89	1.35
brakemen, railroad	8276	0	100	0	1000	0	2.61
paper makers	3605	0	100	0	1000	0	2.61
owners & managers, personal service	18,381	3317	84.7	15.3	847	153	0.45
printing workers n.e.s.	17,892	833	95.6	4.4	956	44	1.98
mechanics & repairmen radio & t.v. receivers							
photographic processing occupations occupations n.e.s.	903	934	49.2	50.8	492	508	4.58
engineering officers, ship	2934	0	100	0	1000	0	2.61
millrights	4924	0	100	0	1000	0	2.61
inspectors graders & samplers n.e.s.							
inspectors, examiners & guagers, metal							
pattern makers (except paper)	1783	639	73.6	26.4	736	264	1.12
typists & clerk typists							

Level III (continued)

1941 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
postmasters	3324	1170	74.0	26.0	740	260	1.07
well drillers & related workers	704	0	100	0	1000	0	2.61
foremen & all other industries							
pressmen, printing							
telegraph operators	5216	549	90.5	9.5	905	95	1.26
inspectors & foremen, transport							
projectionists, motion picture	1668	5	99.7	0.3	997	3	2.57
foremen, textiles & clothing industries							
lens grinders & polishers, opticians							
bookbinders	944	1436	39.8	60.2	398	602	5.90
foremen, food & beverage industries							
TOTALS					38,329	8671	142.8.

Level IV1941 DataOccupation

Number Employed % Male % Female Standardized Absolute
 Number Employed Difference

	Male	Female			Male	Female	
general foremen, construction	4181	0	100	0	1000	0	1.39
operators, electric steet railway	6695	0	100	0	1000	0	1.39
stationary enginemen	31,552	0	100	0	1000	0	1.39
rolling mill operators	944	0	100	0	1000	0	1.39
chemical & related process workers							
prospectors							
foremen, wood & furniture industries							
sales clerks	93,563	56,673	62.3	37.7	623	377	3.37
machine & machine tool setters	49,441	101	99.8	0.2	998	2	1.36
jewellers & watch-makers	4065	507	88.9	11.1	889	111	0.02
civilian protective services	22,281	110	99.5	0.5	995	5	1.32
stewards	3004	46,283	6.1	93.9	61	939	10.46
farm managers & foremen	3136	35	98.9	1.1	989	11	1.25
other occupations in bookbinding							
baggage men & expressmen, transport	1508	0	100	0	1000	0	1.39

Level IV (continued)

1941 Data

Occupation

Number Employed % Male % Female Standardized Absolute
Number Employed Difference

	Male	Female			Male	Female	
metal treating occupations n.e.s.							
mechanics & repairmen, n.e.s.							
riggers & cable splicers except telephone, telegraph & power							
furnacemen & heaters, metal	6018	0	100	0	1000	0	1.39
cellulose pulp preparers							
stock-clerks & store-keepers							
logging foremen	1353	0	100	0	1000	0	1.39
beverage processors							
plumbers & pipefitters	20,968	0	100	0	1000	0	1.39
heat-treaters, annealers & temperers	522	0	100	0	1000	0	1.39
paper making occupations n.e.s.							
hoistmen, cranemen, derrickmen							
inspectors, graders, scalers, log & lumber							
electrical & electronic workers, n.e.s.							
switchmen & signalmen	3995	0	1000	0	1000	0	1.39

1941 Data

Level IV (continued)

Occupation Number Employed % Male % Female Standardized Absolute
Number Employed Difference

	Male	Female			Male	Female	
shipping & receiving clerks	25,385	937	96.4	3.6	964	36	0.94
millmen							
bus drivers	3157	6	99.8	0.2	998	2	1.36
forest rangers & cruisers	3175	0	100	0	1000	0	1.39
metal working machine operators							
quarriers & related workers	1837	0	100	0	1000	0	1.39
moulders	11,613	192	98.3	1.7	983	17	1.17
porters, baggage & pullmen							
mechanics & repairmen, motor vehicle							
mechanics & repairmen, railroad equipment							
fitters & assemblers, metal	11,520	902	92.7	7.3	927	73	0.47
crushers, millers, calenderers, chemical							
electroplaters, dip platers, & related workers							
cutters, markers, textiles garment & glove leather production process & related workers							

Level IV (continued)

1941 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Female	Difference
lodging & boarding house keepers	2231	21,127	9.6	90.4	96	904	10.02
barbers, hairdressers & manicurists	15,710	11,003	58.8	41.2	588	412	3.80
cabinet & furniture makers wood	4392	0	100	0	1000	0	1.39
driver, salesmen							
labourers, primary metal industries							
metal working occupations n.e.s.	51,966	8423	86.1	13.9	861	139	0.37
deck-ratings (ship), barge crews & boatmen							
paper products makers							
postmen & mail carriers	7713	100	98.7	1.3	987	13	1.22
service station attendants							
butchers & meat cutters	14,561	92	99.4	0.6	994	6	1.31
meat canners, curers, packers							
motormen, vehicle except railway							
waiters	15,115	22,950	39.7	60.3	397	603	6.22
hawkers & peddlars	3614	13	99.6	0.4	996	4	1.34
oiler & greasers, machinery & vehicles, except ship							

Level IV (continued)

1941 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Female	Difference
tobacco preparers & products makers	1102	2654	29.3	70.7	293	707	7.52
upholsterers	3742	148	96.2	3.8	962	38	0.90
tailors	9619	1305	88.1	11.9	881	119	0.12
labourers, trade							
bleachers & dyers, textiles	1766	131	93.1	6.9	931	69	0.52
painters (construction & maintenance) paper hangers & glaziers	42,601	295	99.3	0.7	993	7	1.30
taxi drivers & chauffeurs	13,715	64	99.5	0.5	995	5	1.32
operators of earth moving & other construction equipment							
painters (except construction and maintenance)							
coremakers							
baby sitters							
labourers, mine	14,899	0	100	0	1000	0	1.39
blacksmiths, hammermen & forgemen	15,719	0	100	0	1000	0	1.39
brickmakers, stonemasons & tilemen	9448	0	100	0	1000	0	1.39
attendants, recreation & amusements							

Level IV (continued)

1941 Data

Occupation

Number Employed % Male % Female Standardized Absolute
Number Employed Difference

	Male	Female			Male	Female	
plasterers & lathers	5003	0	100	0	1000	0	1.39
other food processing occupations	14,215	4517	75.9	24.1	759	241	1.65
bottlers, wrappers, labellers							
clay, glass & stone masons n.e.s.							
materials handling equipment operators							
labourers, paper & allied industries							
carpenters	94,455	0	100	0	1000	0	1.39
vulcanizers							
fruit & vegetable canners & packers							
other rubber workers	7425	2454	75.2	24.8	752	248	1.74
labourers, communication & storage							
milk processors							
cooks	20,140	9925	67.0	33.0	670	330	2.77
construction workers n.e.s.	4669	21	99.6	0.4	996	4	1.34
longshoremen & stevedores	10,176	0	100	0	1000	0	1.39

Level IV (Continued)

1941 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Female	Difference
truck drivers	92,199	102	99.9	0.1	999	1	1.38
gardeners (except farm) & groundskeepers							
bakers	12,711	719	94.7	5.3	947	53	0.72
labourers, electric power, gas & water utilities							
messengers	13,611	210	98.5	1.5	985	15	1.20
warehousemen & freight handlers							
polishers, buffers metal	3315	210	94.0	6.0	940	60	0.63
boiler firemen (except ships)	8588	0	100	0	1000	0	1.39
labourers, all other industries	273,925	11,664	99.5	0.5	995	5	1.32
launderers & dry cleaners	9350	8960	51.1	48.9	511	489	4.78
other agricultural occupations							
dressmakers & seamstresses	107	10,885	1.0	99.0	10	99	10.26
riveters & rivet heaters							
millers of flour & grain	2653	0	100	0	1000	0	1.39
furnacemen & kilnmen, ceramics & glass							

Level IV (continued)

1941 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
knitters							
transport occupations n.e.s.	2649	110	96.0	4.0	960	40	0.88
labourers, other public adminis- tration & defense							
wood working occupations n.e.s.							
stone cutters & dressers	5027	0	100	0	1000	0	1.39
apparel & related products workers	27,365	57,381	32.3	67.7	323	677	7.15
tanners & tannery operatives							
sawyers	8675	0	100	0	1000	0	1.39
wood-working machine operators	3575	101	97.3	2.7	973	27	1.04
labourers, other manufacturing industries							
janitors & cleaners, building	19,910	1208	94.3	5.7	943	57	0.67
labourers, food & beverage industries							
kitchen helpers & related service workers							
engine room ratings, firemen & oilers, ship	1873	0	100	0	1000	0	1.39
newsvendors	367	2	99.5	0.5	995	5	1.32

Level IV (continued)

1941 Data

Occupation

Number Employed % Male % Female Standardized Absolute
Number Employed Difference

	Male	Female			Male	Female	
labourers, railway, transport							
finishers & calenderers							
elevator tenders, building							
shoemakers & repairers, not in a factory	8421	48	99.4	0.6	994	6	1.31
sewers & sewing machine operators							
cement & concrete finishers							
guides							
farm labourers	462,596	4880	99.0	1.0	990	10	1.26
labourers, transportation (except railway)							
labourers, wood industry							
labourers, transportation equipment industry							
other textile occupations							
carders, combers, fibre preparers, & others							
labourers, construction							
other leather products makers	15,670	7774	66.8	33.2	668	332	2.80

Level IV (continued)

1941 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
fishermen	35,232	66	99.8	0.2	998	2	1.36
leather cutters							
loom fixers & loom preparers	744	3	99.6	0.4	996	4	1.34
lumbermen including labourers in logging	78,466	0	100	0	1000	0	1.39
spinners & twistors	4005	3254	55.2	44.8	552	448	4.30
weavers	6621	3344	66.4	33.6	664	336	2.85
teamsters	20,275	15	99.9	0.1	999	1	1.37
labourers, local administration							
winders & realers							
sectionmen & trackmen	25,106	0	100	0	1000	0	1.39
labourers, textile & clothing industry							
shoemakers & repairers in a factory							
fish canners, curers & packers							
trappers & hunters	18,197	259	98.6	1.4	986	14	1.21

TOYALS

72,090 8910

APPENDIX Id

1951 DATA

LEVEL I

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
chemical engineers	2569	3	99.9	0.1	999	1	4.67
dentists	4540	68	98.5	1.5	985	15	3.83
professors & college principals	4610	812	85.0	15.0	850	150	3.20
physicians & surgeons	13,665	660	95.4	4.6	954	46	2.00
geologists							
mining engineers			100	0	1000	0	4.73
lawyers & notaries	8841	197	97.8	2.2	978	22	3.42
civil engineers			100	0	1000	0	4.73
architects	1697	43	97.5	2.5	975	25	3.25
veterinarians	1178	27	97.9	2.2	978	22	3.42
electrical engineers	6338	11	99.8	0.2	998	2	4.61
professional engineers n.e.s.*							

*n.e.s. - not elsewhere specified

Level I (continued)1951 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Employed	
physicists							
optometrists							
biological scientists							
physical scientists n.e.s.							
pharmacists							
mechanical engineers	8319	9	99.9	0.1	999	1	4.67
judges and magistrates	592	5	99.2	0.8	992	8	4.58
economists							
chemists	7698	876	89.8	10.2	898	102	1.31
industrial engineers							
osteopaths & chiropractors	742	90	89.2	10.8	892	108	1.67
school teachers	28,259	74,319	27.6	72.4	276	724	38.11
accountants & auditors	32,549	1602	95.3	4.7	953	47	1.94
owners & managers, education & related services							
actuaries & statisticians	855	145	85.5	14.5	855	145	3.85

Level I (continued)1951 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
------------	-----------------	--	--------	----------	---------------------------------	--	------------------------

	Male	Female			Male	Female	
computer programmers							
owners & managers, services to business management	7174	663	91.5	8.5	915	85	0.31
agricultural professions, n.e.s.	2596	102	96.2	3.8	962	38	2.48
owners & managers, chemical & chemical products industries							
advertising managers							
air pilots, navigators & flight engineers	1135	6	99.5	0.5	995	5	4.43
owners & managers, primary metal industries							
owners & managers, paper & allied industries							
owners & managers, electrical products industries							
owners & managers, finance, insurance, real estate	15,418	593	96.3	3.7	963	37	2.54
authors, editors & journalists	5596	1621	77.5	22.5	775	225	8.59
owners & managers, rubber industries	63,634	1875	97.1	2.9	971	29	3.01

TOTALS

21,163 1837

LEVEL II1951 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	

	Male	Female			Male	Female	
owners & managers, machinery industries							
librarians	274	1787	13.3	86.7	133	867	17.84
owners & managers, petroleum & coal products industries							
sales managers							
owners & managers, mines, quarries & oil wells	2654	31	98.9	1.1	989	11	5.16
owners & managers, textile industries							
owners & managers, transportation & equipment industries	19,363	3157	86.0	14.0	860	140	1.69
professional occupations n.e.s.	12,307	4075	75.1	24.9	751	249	1.23
credit managers							
office managers							
owners & managers, health & welfare services							
security salesmen & brokers	3279	76	97.7	2.3	977	23	4.84
radio & t.v. announcers	948	67	93.4	6.6	934	66	3.69
owners & managers, printing publishing & allied industries							

Level II (continued)
1951 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Female	Difference
owners & managers, federal administration	23,158	1158	95.2	4.8	952	48	4.16
owners & managers knitting mills							
clergymen & priests	15,825	272	98.3	1.7	982	17	5.00
owners & managers, miscellaneous manufacturing industries							
other health professionals							
artists (except commercial) art teachers	631	479	56.9	43.1	569	431	6.13
inspectors & foremen, communication			100	0	1000	0	5.46
draughtsmen	12,379	633	95.1	4.9	951	49	4.14
owners & managers metal fabricating industries							
owners & managers, leather industries							
social welfare workers	1470	2525	36.8	63.2	368	632	11.52
owners & managers, non-metallic mineral products industries							
advertising salesmen & agents	1579	198	88.9	11.1	889	111	2.47
purchasing agents & buyers	12,900	1142	91.9	8.1	919	81	3.28
insurance salesmen & agents	18,032	844	95.5	4.5	955	45	4.25

Level II (continued)

1951 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
owners & managers clothing industries							
science & engineering technicians n.e.s.							
brokers, agents & appraisers	3363	215	94.0	6.0	940	60	3.85
owners & managers, pro- vincial administration							
artists commercial	3040	746	80.3	19.7	803	197	0.16
owners & managers, transportation & communication & other utilities							
owners & managers, wholesale trade	39,380	864	97.9	2.1	979	21	4.89
owners & managers, local administration							
surveyors	4004	21	99.5	0.5	995	5	5.32
commercial travellers	52,737	565	98.9	1.1	989	11	5.16
owners & managers, furniture & fixture industries							
teachers & instructors n.e.s.	1063	1477	41.9	58.1	419	581	10.15
stenographers	5038	133,485	3.6	96.4	36	964	20.44
owners & managers, food & beverage industries							
radio & t.v. equipment operators	2384	155	93.9	6.1	939	61	3.81

<u>Level II (continued)</u>				<u>1951 Data</u>			
Occupation	Number Employed		% Male	% Female	Standardized Number Employed	Absolute Difference	
	Male	Female			Male	Female	
physical & occupational therapists							
athletes & sports officials							
TOTALS					18,330	4670	134.6

Level III (continued)

1951 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
owners & managers, construction industries	22,415	139	99.4	0.6	994	6	2.28
foremen, electric power, gas & water utilities							
power station operators			100	0	1000	0	2.36
locomotive engineers			100	0	1000	0	2.36
conductors, railroad			100	0	1000	0	2.36
owners & managers, wood industries							
owners & managers, miscellaneous services	4392	1543	74.0	26.0	740	260	0.98
foremen, paper & allied industries							
owners & managers, motion picture & recreational services	6304	359	94.6	5.4	946	54	1.67
linemen & servicemen, telephone, telegraph & power			100	0	1000	0	2.36
foremen, other manufacturing industries	46,342	4507	91.1	8.9	911	89	1.22
lithographic & photo-offset occupations							
toolmakers & diemakers	9429	14	99.9	0.1	999	1	2.34
inspectors, construction			100	0	1000	0	2.36
interior decorators & window dressers	1705	724	70.2	29.8	702	298	1.47

Level III (continued)

1951 Data

Occupation	Number Employed		% Male % Female		Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
foremen, trade	977	75	92.9	7.1	929	71	1.45
foremen, mine, quarry, petroleum well			100	0	1000	0	2.36
telephone operators	1081	29,587	3.5	96.5	35	965	10.02
owners & managers, forestry & logging	4516	19	99.6	0.4	996	4	2.31
actors, entertainers, showmen	1499	272	84.6	15.4	846	154	1.95
owners & managers, retail trade	127,034	17,863	87.7	12.3	877	123	0.78
mechanics & repairmen, office machines	52,677	492	99.1	0.9	991	9	2.25
clerical occupations n.e.s.							
mechanics & repairmen, aircraft	3913	12	99.7	0.3	997	3	2.32
nurses, graduate	864	34,270	2.5	97.5	25	975	10.14
compositors & typesetters	14,521	732	95.2	4.8	952	48	1.74
deck officers, ship							
religious workers	1131	1306	64.4	53.6	464	536	4.52
members of armed services	70,812	428	99.4	0.6	994	6	2.28
locomotive firemen			100	0	1000	0	2.36

Level III (continued)

1951 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Female	Difference
electricians, wiremen & electrical repairmen	34,992	13	99.9	0.1	999	1	2.34
auctioneers			100	0	1000	0	2.36
canvassers & other door to door salesmen	6167	1451	81.0	19.0	810	190	0.08
brakemen, railroad			100	0	1000	0	2.36
paper makers			100	0	1000	0	2.36
owners & managers, personal service	7174	663	99.9	0.1	999	1	2.34
printing workers n.e.s.	1575	550	74.1	25.9	741	259	0.96
mechanics & repairmen radio & t.v. receivers							
photographic processing occupations occupations n.e.s.							
engineering officers, ship			100	0	1000	0	2.36
millrights			100	0	1000	0	2.36
inspectors graders & samplers n.e.s.							
inspectors, examiners & guagers, metal							
pattern makers (except paper)	2287	24	99.0	1.0	990	10	2.23
typists & clerk typists							

Level III (continued)

1951 Data

Occupation Number Employed % Male % Female Standardized Absolute
Number Employed Difference

	Male	Female			Male	Female	
postmasters							
well drillers & related workers			100	0	1000	0	2.36
foremen & all other industries							
pressmen, printing	5140	448	92.0	8.0	920	80	1.33
telegraph operators	5604	1021	92.6	7.4	926	74	1.38
inspectors & foremen, transport	14,221	60	99.6	0.4	996	4	2.31
projectionists, motion picture	1933	11	99.4	0.6	994	6	2.28
foremen, textiles & clothing industries							
lens grinders & polishers, opticians	1136	220	83.8	16.2	838	162	7.28
bookbinders	1050	2169	32.6	67.4	326	674	6.28
foremen, food & beverage industries							
TOTAL					42,441	9559	151.4

Level IV (continued)

1951 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Difference	
metal treating occupations n.e.s.	14,091	1760	88.9	11.1	889	111	0.31
mechanics & repairmen, n.e.s.	52,677	492	99.1	0.9	991	9	1.02
riggers & cable splicers except telephone, telegraph & power							
furnacemen & heaters, metal	8028	12	99.9	0.1	999	1	1.07
cellulose pulp preparers							
stock-clerks & store-keepers							
logging foremen			100	0	1000	0	1.08
beverage processors	4232	691	86.0	14.0	860	140	0.12
plumbers & pipefitters			100	0	1000	0	1.08
heat-treaters, annealers & temperers			100	0	1000	0	1.08
paper making occupations n.e.s.	9368	1077	86.0	14.0	860	140	0.12
hoistmen, cranemen, derrickmen	13,375	1	99.9	0.1	199	1	1.07
inspectors, graders, scalers, log & lumber							
electrical & electronic workers, n.e.s.							
switchmen & signalmen			100	0	1000	0	1.08

Level IV (continued)

1951 Data

Occupation

Number Employed % Male % Female Standardized Absolute
Number Employed Difference

	Male	Female			Male	Female	
shipping & receiving clerks							
millmen							
bus drivers	11,379	72	99.4	0.6	994	6	1.04
forest rangers & cruisers			100	0	1000	0	1.08
metal working machine operators							
quarriers & related workers							
moulders	9522	20	99.8	0.2	998	2	1.07
porters, baggage & pullmen							
mechanics & repairmen, motor vehicle							
mechanics & repairmen, railroad equipment			100	0	1000	0	1.08
fitters & assemblers, metal	14,780	1770	89.3	10.7	893	107	0.34
crushers, millers, calenderers, chemical							
electroplaters, dip platers, & related workers	1648	80	95.4	4.6	954	46	0.76
cutters, markers, textiles garment & glove leather production process & related workers	3783	1016	78.8	21.2	788	212	0.38

Level IV (continued)

1951 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
lodging & boarding house keepers	1241	6293	16.5	83.5	165	835	4.67
barbers, hairdressers & manicurists	13,561	10,854	55.5	44.5	555	445	1.99
cabinet & furniture makers wood	6734	251	96.4	3.6	964	36	0.83
driver, salesmen							
labourers, primary metal industries	330,267	20,939	94.1	5.9	941	59	0.67
metal working occupations n.e.s. deck-ratings (ship), barge crews & boatmen	14,091	1760	88.9	11.1	889	111	0.31
paper products makers	3057	3557	54.5	45.5	545	455	2.06
postmen & mail carriers	8786	257	97.2	2.8	972	28	0.89
service station attendants	7510	227	97.1	2.9	971	29	0.88
butchers & meat cutters							
meat canners, curers, packers	14,777	273	98.2	1.8	982	18	0.96
motormen, vehicle except railway			100	0	1000	0	1.08
waiters	20,341	40,735	33.3	66.7	333	667	3.52
hawkers & peddlars	2745	51	94.6	5.4	946	54	0.71
oiler & greasers, machinery & vehicles, except ship			100	0	1000	0	1.08

Level IV (continued)

1951 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Female	Difference
tobacco preparers & products makers	916	2785	24.8	75.2	248	752	0.96
upholsterers	4840	277	94.6	5.4	946	54	0.71
tailors	7672	1497	83.7	16.3	837	163	0.05
labourers, trade							
bleachers & dyers, textiles							
painters (construction & maintenance) paper hangers & glaziers	46,273	885	98.1	1.9	981	19	0.95
taxi drivers & chauffeurs	21,079	275	98.7	1.3	987	13	0.98
operators of earth moving & other construction equipment							
painters (except construction and maintenance)							
coremakers	1085	204	90.2	9.8	902	98	0.40
baby sitters							
labourers, mine	16,950	9	99.9	0.1	999	1	1.07
blacksmiths, hammermen & forgemen			100	0	1000	0	1.08
brickmakers, stonemasons & tilemen			100	0	1000	0	1.08
attendants, recreation & amusements	1090	848	56.2	43.8	562	438	2.94

Level IV (continued)

1951 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
plasterers & lathers			100	0	1000	0	1.08
other food processing occupations	7971	4247	36.2	43.8	562	438	1.94
bottlers, wrappers, labellers							
clay, glass & stone masons n.e.s.							
materials handling equipment operators							
labourers, paper & allied industries							
carpenters			100	0	1000	0	1.08
vulcanizers							
fruit & vegetable canners & packers							
other rubber workers	2858	832	77.5	22.5	775	225	0.47
labourers, communication & storage							
milk processors							
cooks	19,513	15,663	55.5	44.5	555	445	1.99
construction workers n.e.s.	185	20	90.2	9.8	902	98	0.40
longshoremen & stevedores			100	0	1000	0	1.08

Level IV (continued)

1951 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
truck drivers	152,728	393	99.7	0.3	97	3	1.05
gardeners (except farm) & groundskeepers	2183	71	96.9	3.1	269	31	0.86
bakers	10,070	1454	87.4	12.6	874	126	0.21
labourers, electric power, gas & water utilities							
messengers	10,668	800	93.0	7.0	930	70	0.59
warehousemen & freight handlers							
polishers, buffers metal	3673	140	96.3	3.7	963	37	0.82
boiler firemen (except ships)							
labourers, all other industries							
launderers & dry cleaners	9928	16,985	36.9	63.1	369	631	3.27
other agricultural occupations	16,348	470	97.2	2.8	972	28	0.89
dressmakers & seamstresses			0	100	0	1000	5.81
riveters & rivet heaters	2041	119	94.5	5.5	945	55	0.70
millers of flour & grain	2104	2	99.9	0.1	999	1	1.07
furnacemen & kilnmen, ceramics & glass			100	0	1000	0	1.08

Level IV (continued)

1951 Data

Occupation	Number Employed		% Male	% Female	Standardized		Absolute
	Male	Female			Number Employed	Number Employed	
knitters	2926	3683	99.9	0.1	999	1	1.07
transport occupations n.e.s.	3775	405	90.3	9.7	903	97	0.41
labourers, other public administration & defense							
wood working occupations n.e.s.	7169	491	93.6	6.4	936	64	0.64
stone cutters & dressers			100	0	1000	0	1.08
apparel & related products workers	4337	3390	55.4	44.6	554	446	1.99
tanners & tannery operatives	533	3	99.4	0.6	994	6	1.04
sawyers	13,257	33	99.8	0.2	998	2	1.07
wood-working machine operators							
labourers, other manufacturing industries							
janitors & cleaners, building	31,120	3351	90.3	9.7	903	97	0.41
labourers, food & beverage industries							
kitchen helpers & related service workers							
engine room ratings, firemen & oilers, ship			100	0	1000	0	1.08
newsvendors	2325	97	96.0	4.0	960	40	0.80

Level IV (continued)

1951 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
labourers, railway, transport							
finishers & calenderers	1675	758	68.9	31.1	689	311	1.07
elevator tenders, building	3898	1368	74.0	26.0	740	260	0.71
shoemakers & repairers, not in a factory	6093	163	97.4	2.6	974	26	0.90
sewers & sewing machine operators	5725	46,011	11.1	88.9	111	989	5.05
cement & concrete finishers			100	0	1000	0	1.08
guides							
farm labourers	238,598	23,844	90.9	9.1	909	91	.45
labourers, transportation (except railway)							
labourers, wood industry							
labourers, transportation equipment industry							
other textile occupations	6445	5211	55.3	44.7	553	447	2.00
carders, combers, fibre preparers, & others	1543	508	75.2	24.8	752	248	0.63
labourers, construction							
other leather products makers	2965	2152	57.9	42.1	579	421	1.83

Level IV (continued)

1951 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
fishermen	46,184	158	99.7	0.3	997	3	1.05
leather cutters	2984	391	88.4	11.6	884	116	0.28
loom fixers & loom preparers	1149	7	99.4	0.6	994	6	1.04
lumbermen including labourers in logging							
spinners & twisters	3421	3769	47.6	52.4	476	524	2.54
weavers	5715	3287	63.5	36.5	635	365	1.44
teamsters	12,845	38	99.7	.3	997	3	1.05
labourers, local administration							
winders & realers							
sectionmen & trackmen							
labourers, textile & clothing industry							
shoemakers & repairers in a factory							
fish cannery, curers & packers	5603	3124	64.2	35.8	642	358	1.39
trappers & hunters	4495	40	99.1	0.9	991	9	1.02

TOTALS

92,799 17,201 134.6

APPENDIX Ie

1961 DATA

LEVEL I

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
chemical engineers	2982	14	99.5	0.5	995	5	2.62
dentists	5234	235	95.7	4.3	957	43	1.31
professors & college principals	8779	2366	78.8	21.2	788	212	4.48
physicians & surgeons	19,835	1455	93.2	6.8	932	68	0.46
geologists	2716	54	98.1	1.9	981	19	2.14
mining engineers	2847	2	99.9	0.1	999	1	2.76
lawyers & notaries	11,777	311	97.4	3.6	974	26	1.90
civil engineers	11,888	29	99.8	0.2	998	2	2.73
architects	2874	66	97.8	3.2	978	22	2.04
veterinarians	1498	26	98.3	1.7	983	17	2.20
electrical engineers	8723	40	99.5	0.5	995	5	2.62
professional engineers n.e.s.*	4928	14	99.7	0.3	997	3	2.69

*n.e.s. - not elsewhere specified

Level I (continued)

1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
physicists	673	26	96.3	3.7	963	37	1.52
optometrists	1160	35	97.1	2.9	971	29	1.80
biological scientists	1397	269	83.9	16.1	839	161	2.73
physical scientists n.e.s.	1380	69	95.2	4.8	952	48	1.15
pharmacists	6443	985	86.7	13.3	867	133	1.77
mechanical engineers	8122	15	99.8	0.2	998	2	2.73
judges and magistrates	817	17	98.0	2.0	980	20	2.11
economists	2026	277	88.0	12.0	880	120	1.32
chemists	5702	442	92.8	7.2	928	72	0.32
industrial engineers	3960	2	99.9	0.1	999	1	2.76
osteopaths & chiropractors	1019	94	91.6	8.4	916	84	0.09
school teachers	49,219	118,807	29.3	70.7	293	707	21.74
accountants & auditors	29,121	1549	95.0	5.0	950	50	1.07
owners & managers, education & related services	766	311	71.1	28.9	711	289	7.13
actuaries & statisticians	2479	430	77.5	22.5	775	225	6.95

Level I (continued)			1961 Data				
Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
computer programmers	666	118	85.0	15.0	850	150	2.36
owners & managers, services to business management	5431	569	90.5	9.5	905	95	0.46
agricultural professions, n.e.s.	2681	65	97.6	2.4	976	24	1.96
owners & managers, chemical & chemical products industries	3859	193	95.2	4.8	952	48	1.15
advertising managers	2176	197	91.3	8.7	913	87	0.19
air pilots, navigators & flight engineers	2739	7	99.8	0.2	998	2	2.73
owners & managers, primary metal industries	1978	27	98.7	1.3	987	13	2.34
owners & managers, paper & allied industries	3241	49	98.5	1.5	985	15	2.28
owners & managers, electrical products industries	3126	58	98.2	1.8	982	18	2.17
owners & managers, finance, insurance, real estate	32,180	1718	94.9	5.1	949	51	1.04
authors, editors & journalists	9717	3313	74.6	25.4	746	254	5.93
owners & managers, rubber industries	575	9	98.5	1.5	985	15	2.28
TOTALS					35,827	3173	108.0

LEVEL II1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
owners & managers, machinery industries	2606	39	98.5	1.5	985	15	2.38
librarians	630	2809	18.3	81.7	183	817	10.12
owners & managers, petroleum & coal products industries	879	9	99.0	1.0	990	10	2.46
sales managers	22,636	631	97.3	2.7	973	27	2.19
owners & managers, mines, quarries & oil wells	3717	45	98.8	1.2	988	12	2.42
owners & managers, textile industries	2096	105	95.2	4.8	952	48	1.87
owners & managers, transportation & equipment industries	2942	43	98.6	1.4	986	14	2.39
professional occupations n.e.s.	23,099	7496	75.5	24.5	755	245	1.21
credit managers	4277	746	85.2	14.8	852	148	0.30
office managers	12,409	2999	80.5	19.5	805	195	0.43
owners & managers, health & welfare services	2756	2129	56.4	43.6	564	436	4.19
security salesmen & brokers	5151	194	96.4	3.6	964	36	2.05
radio & t.v. announcers	1552	111	93.3	6.7	933	67	1.57
owners & managers, printing publishing & allied industries	5168	352	93.6	6.4	936	64	1.61

Level II (continued)

1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
owners & managers, federal administration	15,471	744	97.8	2.2	978	22	2.26
owners & managers knitting mills	679	59	92.0	8.0	920	80	1.36
clergymen & priests	18,623	301	98.4	1.6	984	16	2.36
owners & managers, miscellaneous manufacturing industries	3752	168	95.7	4.3	957	43	1.94
other health professionals	451	256	63.8	36.2	638	362	3.03
artists (except commercial) art teachers	1454	834	63.6	36.4	636	364	3.06
inspectors & foremen, communication	2344	70	97.1	2.9	971	29	2.16
draughtsmen	19,757	866	95.8	4.2	958	42	1.95
owners & managers metal fabricating industries	6155	119	98.1	1.9	981	19	2.31
owners & managers, leather industries	1217	47	96.3	3.7	963	37	2.03
social welfare workers	5071	5784	46.7	53.3	467	533	5.70
owners & managers, non-metallic mineral products industries	2708	55	98.0	2.0	980	20	2.30
advertising salesmen & agents	2811	371	88.3	11.7	883	117	0.79
purchasing agents & buyers	1307	1668	43.9	56.1	439	561	16.13
insurance salesmen & agents	26,373	1672	94.0	6.0	940	60	1.67

Level II (continued)

1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
owners & managers clothing industries	4010	364	91.7	8.3	917	83	1.31
science & engineering technicians n.e.s.	35,889	3939	90.1	9.9	901	99	1.06
brokers, agents & appraisers	5315	588	90.0	10.0	900	100	1.05
owners & managers, provincial administration	6683	459	93.6	6.4	936	64	1.61
artists commercial	4294	869	83.2	16.8	832	168	0.01
owners & managers, transportation & communication & other utilities	24,102	876	96.5	3.5	965	35	2.07
owners & managers, wholesale trade	42,701	1209	97.3	2.7	973	27	2.19
owners & managers, local administration	6683	459	93.6	6.4	936	64	1.61
surveyors	8384	58	99.3	0.7	993	7	2.50
commercial travellers	73,548	954	98.7	1.3	987	13	2.41
owners & managers, furniture & fixture industries	2409	73	97.1	2.9	971	29	2.16
teachers & instructors n.e.s.	5196	4805	52.0	48.0	520	480	4.87
stenographers	4704	160,843	2.8	97.2	28	972	12.55
owners & managers, food & beverage industries	11,966	604	95.2	4.8	952	48	1.87
radio & t.v. equipment operators	3342	158	95.5	4.5	955	45	1.91

<u>Level II (continued)</u>					<u>1961 Data</u>		
Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
physical & occupational therapists	633	2044	23.7	76.3	237	763	9.28
athletes & sports officials	2736.	1002	73.2	26.8	732	268	1.57
TOTALS					38,296	7704	124.2

LEVEL III1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
musicians & music teachers	4469	6802	39.7	60.3	397	603	3.74
nurses-in-training	326	22,667	1.4	98.6	14	986	7.24
bookkeepers & cashiers	59,050	98,781	37.4	62.6	374	626	3.95
funeral directors & embalmers	2633	68	97.5	2.5	975	25	1.55
foremen, transportation equipment industries	4305	38	99.1	0.9	991	9	1.69
foremen, primary metals industries	4409	22	99.5	0.5	995	5	1.72
real-estate salesmen & agents	9801	1386	87.6	12.4	876	124	0.64
medical & dental technicians	4643	9805	32.1	67.9	321	679	4.43
photo-engravers	1132	31	97.3	2.7	973	27	1.52
photographers	3335	367	90.1	9.9	901	99	0.87
engravers (except photo- engravers)	817	133	86.0	14.0	860	140	0.49
ticket, station & express agents, transport	7258	1324	84.6	15.4	846	154	0.37
batch & continuous still operators	1381	25	98.2	1.8	982	18	1.61
office appliance operators	6007	22,372	21.2	78.8	212	788	5.42

Level III (continued)					1961 Data		
Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
owners & managers, construction industries	35,812	379	99.0	1.0	990	.10	1.69
foremen, electric power, gas & water utilities	3176	9	99.7	0.3	997	3	1.75
power station operators	4999	0	100	0	1000	0	1.77
locomotive engineers	7575	0	100	0	1000	0	1.77
conductors, railroad	5725	0	100	0	1000	0	1.77
owners & managers, wood industries	5981	89	98.5	1.5	985	15	1.64
owners & managers, miscellaneous services	27,470	1507	94.8	5.2	948	52	1.30
foremen, paper & allied industries	3241	49	98.5	1.5	985	15	1.64
owners & managers, motion picture & recreational services	6308	661	90.5	9.5	905	95	0.90
linemen & servicemen, telephone, telegraph & power	28,406	0	100	0	1000	0	1.77
foremen, other manufacturing industries	20,234	1659	92.4	7.6	924	76	1.08
lithographic & photo-offset occupations	2926	133	95.7	4.3	957	43	1.38
toolmakers & diemakers	10,559	47	99.6	0.4	996	4	1.45
inspectors, construction	3887	0	100	0	1000	0	1.77
interior decorators & window dressers	2282	1606	59.7	40.3	597	403	1.91

Level III (continued)

1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
foremen, trade	8078	2425	76.9	23.1	769	231	0.34
foremen, mine, quarry, petroleum well	5626	0	100	0	1000	0	1.77
telephone operators	1714	33,706	4.8	95.2	48	952	6.92
owners & managers, forestry & logging	3389	27	99.2	0.8	992	8	1.70
actors, entertainers, showmen	1492	1238	54.7	45.3	547	453	2.36
owners & managers, retail trade	126,371	22,539	84.9	15.1	849	151	0.40
mechanics & repairmen, office machines	3796	48	98.8	1.2	988	12	1.66
clerical occupations n.e.s.	157,977	165,848	48.8	51.2	488	512	2.90
mechanics & repairmen, aircraft	6803	24	99.7	0.3	997	3	1.75
nurses, graduate	2354	59,345	3.8	96.2	38	962	7.01
compositors & typesetters	15,320	1005	93.8	6.2	938	62	1.20
deck officers, ship	5166	0	100	0	1000	0	1.77
religious workers	2542	2195	53.7	46.3	537	463	2.46
members of armed services	112,876	3419	97.1	2.9	971	29	1.51
locomotive firemen	3744	0	100	0	1000	0	1.77

Level III (continued)

1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
electricians, wiremen & electrical repairmen	49,381	23	99.9	0.1	999	1	1.76
auctioneers	346	7	98.0	2.0	980	20	1.59
canvassers & other door to door salesmen	8649	4824	64.2	35.8	642	358	1.49
brakemen, railroad	7713	0	100	0	1000	0	1.77
paper makers	4748	0	100	0	1000	0	1.77
owners & managers, personal service	35,254	12,380	74.0	26.0	740	260	0.60
printing workers n.e.s.	1912	786	70.9	29.1	709	291	0.88
mechanics & repairmen radio & t.v. receivers	7651	73	99.1	0.9	991	9	1.69
photographic processing occupations occupations n.e.s.	1734	1323	56.7	43.3	567	433	2.18
engineering officers, ship	3035	0	100	0	1000	0	1.77
millrights	9781	0	100	0	1000	0	1.77
inspectors graders & samplers n.e.s.	3066	1375	69.0	31.0	690	310	1.06
inspectors, examiners & guagers, metal	12,201	2405	83.5	16.5	835	165	0.27
pattern makers (except paper)	1927	48	97.6	2.4	976	24	1.55
typists & clerk typists	2319	48,799	4.5	95.5	45	955	6.95

Level III (continued)

1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
postmasters	2961	3153	48.4	51.6	484	516	2.94
well drillers & related workers	5745	0	100	0	1000	0	1.77
foremen & all other industries	15,138	318	97.9	2.1	979	21	1.59
pressmen, printing	8354	509	94.3	5.7	943	57	1.25
telegraph operators	3923	459	89.5	10.5	895	105	0.82
inspectors & foremen, transport	17,813	464	97.5	2.5	975	25	1.55
projectionists, motion picture	1378	16	98.9	1.1	989	11	1.67
foremen, textiles & clothing industries	4086	1917	68.1	31.9	681	319	1.14
lens grinders & polishers, opticians	1537	189	89.1	10.9	891	109	0.78
bookbinders	1363	2616	34.3	65.7	343	657	4.22
foremen, food & beverage industries	6663	797	89.3	10.7	893	107	0.79

TOTALS

56,410 13,590 140

Level IV**1961 Data**

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
general foremen, construction	18,313	0	100	0	1000	0	0.72
operators, electric street railway	1342	0	100	0	1000	0	0.72
stationary enginemen	29,427	0	100	0	1000	0	0.72
rolling mill operators	2254	0	100	0	1000	0	0.72
chemical & related process workers	13,415	1996	87.1	12.9	871	129	0.15
prospectors	855	2	99.7	0.3	997	3	0.71
foremen, wood & furniture industries	3966	95	97.7	2.3	977	23	0.62
sales clerks	96,397	133,377	42.0	58.0	420	580	1.84
machine & machine tool setters	34,552	0	100	0	1000	0	0.72
jewellers & watch-makers	4431	560	88.8	11.2	888	112	0.23
civilian protective services	77,851	1607	98.0	2.0	980	20	0.64
stewards	4035	12,220	24.8	75.2	248	752	2.60
farm managers & foremen	3242	101	97.0	3.0	970	30	0.59
other occupations in bookbinding	549	1362	28.7	71.3	287	713	2.43
baggage men & expressmen, transport	1819	0	100	0	1000	0	0.72

Level IV (continued)

1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
metal treating occupations n.e.s.	8917	95	99.0	1.0	990	10	0.68
mechanics & repairmen, n.e.s.	73,315	518	99.3	0.7	993	7	0.69
riggers & cable splicers except telephone, telegraph & power	3137	0	100	0	1000	0	0.72
furnacemen & heaters, metal	5856	24	99.6	0.4	996	4	0.71
cellulose pulp preparers	3629	62	98.3	1.7	983	17	0.65
stock-clerks & store-keepers	33,064	3835	89.6	10.4	896	104	0.27
logging foremen	2997	0	100	0	1000	0	0.72
beverage processors	2875	239	92.3	7.7	923	77	0.39
plumbers & pipefitters	37,567	0	100	0	1000	0	0.72
heat-treaters, annealers & temperers	1027	15	98.6	1.4	986	14	0.66
paper making occupations n.e.s.	11,135	798	93.3	6.7	933	67	0.43
hoistmen, cranemen, derrickmen	15,041	0	100	0	1000	0	0.72
inspectors, graders, scalers, log & lumber	6279	225	96.5	3.5	965	35	0.57
electrical & electronic workers, n.e.s.	1484	1965	43.0	57.0	430	570	1.80
switchmen & signalmen	3473	0	100	0	1000	0	0.72

Level IV (continued)

1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
fitters & assemblers, electrical & electronic equipment	8301	7091	53.9	46.1	539	461	1.31
sheet metal workers	16,460	642	96.3	3.7	963	37	0.56
metal drawers & extruders	866	63	93.2	6.8	932	68	0.43
miners	26,330	0	100	0	1000	0	0.72
bartenders	9163	267	97.2	2.8	972	28	0.60
insulation appliers	2367	0	100	0	1000	0	0.72
roasters, cookers & other heat treaters, chemical	1401	23	98.4	1.6	984	16	0.65
furriers	2711	1855	59.4	40.6	594	406	1.07
boiler makers, platers & structural metal workers	8533	0	100	0	1000	0	0.72
welders & flame cutters	37,945	770	98.0	2.0	980	20	0.64
timbermen	2005	0	100	0	1000	0	0.72
tire & tube builders	2546	182	93.3	6.7	933	67	0.43
filers, grinders & sharpeners	5804	112	98.1	1.9	981	19	0.64
service workers n.e.s.	3427	2484	58.0	42.0	580	420	1.13
nursing assistants & aides	13,177	49,376	21.1	78.9	211	789	2.77

Level IV (continued)

1961 Data

Occupation	Number Employed		Z Male	Z Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
shipping & receiving clerks	52,476	3782	93.3	6.7	933	67	0.43
millmen	4708	0	100	0	1000	0	0.72
bus drivers	18,106	528	97.2	2.8	972	28	0.60
forest rangers & cruisers	7580	16	99.8	0.2	998	2	0.71
metal working machine operators	25,201	2952	89.5	10.5	895	105	0.26
quarriers & related workers	4930	0	100	0	1000	0	0.72
moulders	6700	66	99.0	1.0	990	10	0.68
porters, baggage & pullmen	5090	79	98.5	1.5	985	15	0.65
mechanics & repairmen, motor vehicle	88,982	149	99.8	0.2	998	2	0.71
mechanics & repairmen, railroad equipment	7088	0	100	0	1000	0	0.72
fitters & assemblers, metal	15,727	1876	89.3	10.7	893	107	0.25
crushers, millers, calenderers, chemical	1074	21	98.1	1.9	981	19	0.64
electroplaters, dip platers, & related workers	2004	107	95.0	5.0	950	50	0.51
cutters, markers, textiles garment & glove leather	4963	1627	75.3	24.7	753	247	0.36
production process & related workers	11,736	5860	66.7	33.3	667	333	0.75

Level IV (continued)

1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
lodging & boarding house keepers	1069	24,650	4.2	95.8	42	958	3.51
barbers, hairdressers & manicurists	18,840	23,305	44.7	55.3	447	553	1.72
cabinet & furniture makers wood	8009	190	97.7	2.3	977	23	0.62
driver, salesmen	51,612	410	99.2	0.8	992	8	0.63
labourers, primary metal industries	10,292	91	91.8	8.2	918	82	0.37
metal working occupations n.e.s.	8675	1430	85.9	14.1	859	141	0.10
deck-ratings (ship), barge crews & boatmen	7817	0	100	0	1000	0	0.72
paper products makers	5812	4158	58.3	41.7	583	417	1.12
postmen & mail carriers	12,792	643	95.2	4.8	952	48	0.41
service station attendants	19,525	539	97.3	2.7	973	27	0.61
butchers & meat cutters	21,776	633	97.2	2.8	972	28	0.60
meat canners, curers, packers	2862	2980	49.0	51.0	490	510	1.53
motormen, vehicle except railway	2388	0	100	0	1000	0	0.72
waiters	16,810	61,954	21.3	78.7	213	787	2.76
hawkers & peddlars	1353	75	94.8	5.2	948	52	0.50
oiler & greasers, machinery & vehicles, except ship	4534	6	99.9	0.1	999	1	0.72

Level IV (continued)

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		1961 Data Absolute Difference
	Male	Female			Male	Female	
tobacco preparers & products makers	1397	2674	34.3	65.7	343	657	2.18
upholsterers	5392	334	94.1	5.9	941	59	0.46
tailors	5937	1053	85.3	14.7	853	147	0.08
labourers, trade	33,660	4687	87.8	12.2	878	122	0.19
bleachers & dyers, textiles	1833	117	94.0	6.0	940	60	0.46
painters (construction & maintenance) paper hangers & glaziers	43,164	370	99.2	0.8	992	8	0.69
taxi drivers & chauffeurs	21,706	394	98.2	1.8	982	18	0.64
operators of earth moving & other construction equipment	31,794	0	100	0	1000	0	0.72
painters (except construction and maintenance)	7422	368	95.3	4.7	953	47	0.52
coremakers	916	69	93.0	7.0	930	70	0.41
baby sitters	323	12,214	2.6	97.4	26	974	3.58
labourers, mine	14,920	20	99.9	0.1	999	1	0.72
blacksmiths, hammermen & forgers	5135	0	100	0	1000	0	0.72
brickmakers, stonemasons & tilemen	20,762	23	99.9	0.1	999	1	0.72
attendants, recreation & amusements	4160	985	80.9	19.1	809	191	0.12

Level IV (continued)

1961 Data

Occupation

Number Employed

% Male

% Female

Standardized

Absolute

Number Employed Difference

	Male	Female			Male	Female	
plasterers & lathers	10,051	0	100	0	1000	0	0.72
other food processing occupations	5443	3410	61.5	38.5	615	385	0.97
bottlers, wrappers, labellers	20,046	28,309	41.5	58.5	415	585	1.86
clay, glass & stone masons n.e.s.	6685	1158	85.2	14.8	852	148	0.07
materials handling equipment operators	27,525	45	99.8	0.2	998	2	0.71
labourers, paper & allied industries	11,321	1074	91.3	8.7	913	87	0.34
carpenters	122,126	0	100	0	1000	0	0.72
vulcanizers	2401	20	99.2	0.8	992	8	0.69
fruit & vegetable canners & packers	1498	2068	42.0	58.0	420	580	1.84
other rubber workers	3671	1864	66.3	33.7	663	337	0.77
labourers, communication & storage	2776	97	96.6	3.4	966	34	0.57
milk processors	5899	358	94.3	5.7	943	57	0.47
cooks	25,207	24,659	50.6	49.4	506	494	1.46
construction workers n.e.s.	13,500	16	99.9	0.1	999	1	0.72
longshoremen & stevedores	12,265	0	100	0	1000	0	0.72

Level IV (continued)

1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
truck drivers	160,242	332	99.8	0.2	998	2	0.71
gardeners (except farm) & groundskeepers	24,411	329	98.7	1.3	987	13	0.67
bakers	11,228	2070	84.4	15.6	844	156	0.03
labourers, electric power, gas & water utilities	7454	24	99.7	0.3	997	3	0.71
messengers	6427	666	90.6	9.4	906	94	0.31
warehousemen & freight handlers	30,348	0	100	0	1000	0	0.72
polishers, buffers metal	2671	126	95.5	4.5	955	45	0.52
boiler firemen (except ships)	6731	0	100	0	1000	0	0.72
labourers, all other industries	25,197	2231	91.9	8.1	919	81	0.37
launderers & dry cleaners	9047	22,601	28.6	71.4	286	714	2.43
other agricultural occupations	4785	361	93.0	7.0	930	70	0.41
dressmakers & seamstresses	683	15,516	4.2	95.8	42	958	3.51
riveters & rivet heaters	1305	96	93.2	6.8	932	68	0.43
millers of flour & grain	2233	11	99.5	0.5	995	5	0.70
furnacemen & kilnmen, ceramics & glass	1167	13	98.9	1.1	989	11	0.68

Level IV (continued)

1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
knitters	1977	3861	33.9	66.1	339	661	2.19
transport occupations n.e.s.	1797	16	99.1	0.9	991	9	0.69
labourers, other public adminis- tration & defense	9158	111	98.8	1.2	988	12	0.68
wood working occupations n.e.s.	11,252	1095	91.1	8.9	911	89	0.33
stone cutters & dressers	1695	20	99.1	0.9	991	9	0.69
apparrel & related products workers	4495	5985	42.9	57.1	429	571	1.80
tanners & tannery operatives	2317	397	85.4	14.6	854	146	0.08
sawyers	13,186	97	99.3	0.7	993	7	0.69
wood-working machine operators	9407	746	92.7	7.3	927	73	0.40
labourers, other manufacturing industries	26,201	4501	85.3	14.7	853	147	0.08
janitors & cleaners, building	69,383	31,869	68.5	31.5	685	315	0.66
labourers, food & beverage industries	15,046	4168	78.3	21.7	783	217	0.23
kitchen helpers & related service workers	16,370	120,392	12.0	88.0	120	880	3.16
engine room ratings, firemen & oilers, ship	1769	0	100	0	1000	0	0.72
newsvendors	5733	212	96.4	3.6	964	36	0.57

Level IV (continued)

1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
labourers, railway, transport	16,895	103	99.4	0.6	994	6	0.70
finishers & calenderers	1701	721	70.2	29.8	702	298	0.59
elevator tenders, building	3857	1414	73.2	26.8	732	268	0.46
shoemakers & repairers, not in a factory	4775	102	97.9	2.1	979	21	0.63
sewers & sewing machine operators	5290	50,593	9.5	90.5	95	905	3.28
cement & concrete finishers	6267	0	100	0	1000	0	0.72
guides	2851	145	95.1	4.9	951	49	0.51
farm labourers	156,250	66,081	70.3	29.7	703	297	0.59
labourers, transportation (except railway)	16,899	103	99.4	0.6	994	6	0.70
labourers, wood industry	20,172	662	96.8	3.2	968	32	0.58
labourers, transportation equipment industry	6802	159	97.7	2.3	977	23	0.62
other textile occupations	5021	4056	55.3	44.7	553	447	1.25
carders, combers, fibre preparers, & others	1354	338	80.0	20.0	800	200	0.16
labourers, construction	70,006	179	99.7	0.3	997	3	0.71
other leather products makers	1284	2113	37.8	62.2	378	622	2.03

Level IV (continued)
1961 Data

Occupation	Number Employed		% Male	% Female	Standardized Number Employed		Absolute Difference
	Male	Female			Male	Female	
fishermen	31,962	242	99.2	0.8	992	8	0.69
leather cutters	2257	442	83.6	16.4	836	164	0.00
loom fixers & loom preparers	1459	278	84.0	16.0	840	160	0.02
lumbermen including labourers in logging	68,249	101	99.9	0.1	999	1	0.72
spinners & twistors	1907	1868	50.5	49.5	505	495	1.46
weavers	3225	1293	71.4	28.6	714	286	0.54
teamsters	1268	4	99.7	0.3	997	3	0.71
labourers, local administration	23,940	47	99.8	0.2	998	2	0.71
winders & realers	753	2039	27.0	73.0	270	730	2.50
sectionmen & trackmen	23,195	0	100	0	1000	0	0.72
labourers, textile & clothing industry	4852	2734	64.0	36.0	640	360	0.70
shoemakers & repairers in a factory	5769	7037	45.1	54.9	451	549	1.70
fish canners, curers & packers	6124	4561	57.3	42.7	573	427	1.16
trappers & hunters ¹	3686	32	99.1	0.9	991	9	0.69

TOTALS

12,619 3381

BIBLIOGRAPHY

- Archibald, K. Women in the Public service in Canada. Ottawa: Information Canada, 1970.
- Blishen, B. The construction and use of an occupational class scale. Canadian journal of economics and political science. 1958, 24, pp. 519-531.
- Blishen, B. A socio-economic index for occupations in Canada. Journal of sociology and anthropology, 1967, 4, pp. 41-53.
- Caplow, T. The sociology of work. Minneapolis: University of Minneapolis Press, 1954.
- Denton, F. The supply of labour. Economics Canada. (M. Watkins, ed.) Toronto: McGraw Hill Ltd., 1964, pp. 245-9.
- Dominion Bureau of Statistics. Census of Canada. IV. Ottawa: The Queen's Printer, 1921.
- Dominion Bureau of Statistics. Census of Canada. VII. Ottawa: The Queen's Printer, 1931.
- Dominion Bureau of Statistics. Census of Canada. VII. Ottawa: The Queen's Printer, 1941.
- Dominion Bureau of Statistics. Census of Canada. IV-I. Ottawa: The Queen's Printer, 1951.
- Dominion Bureau of Statistics. Census of Canada. III-I. Ottawa: The Queen's Printer, 1961.
- Duncan, O. A socio-economic index for all occupations. Occupations and social status. (A.J. Reiss, ed.) New York: Free Press of Glencoe, 1961, pp. 109-38.
- Duncan, O. and Duncan, B. Residential distribution and occupational stratification. American journal of sociology. 1955, 60, pp. 493-503.
- Duncan, O. and Duncan, B. (b) A methodological analysis of segregation indexes. American sociological review. 1955, 20, pp. 210-17.

- Durkheim, E. The division of labour in society. New York: Free Press of Glencoe, 1963.
- Gibbs, J. Occupational segregation of negroes and whites in the United States. Social forces, 1965, 44, pp. 198-203.
- Gross, E. Plus ca change...? the sexual structure of occupations over time. Social problems, 1967, Fall, pp. 198-203.
- Hall, R. Occupations in the social structure. New York: Prentice Hall, 1969.
- Lifton, J. The woman in America. Boston: Beacon, 1967.
- Parkinson, J. (ed.) Canadian war economics. Toronto: University of Toronto Press, 1941.
- Parsons, T. Age and sex in the social structure of the United States. American sociological review, 1942, 7, pp. 604-16.
- Pineo, P. and Porter, J. Occupational prestige in Canada. The Canadian review of sociology and anthropology, 1967, 4, pp. 24-40.
- Plumptre, A. Organizing the Canadian economy for war. Canadian war economics. (J. Parkinson, ed.) Toronto: University of Toronto Press, 1941, pp. 1-1.
- Royal Commission. The report of the royal commission on the status of women in Canada. Ottawa: Information Canada, 1970.
- Stewart, B. War time labour problems. Canadian war economics. (J. Parkinson, ed.) Toronto: University of Toronto Press, 1941, pp. 73-88.
- Tuckman, J. The social status of occupations in Canada. Canadian journal of psychology, 1947, I, pp. 71-94.
- U.S. Department of Labour. Manpower report of the president. Washington: U.S. Government Printing Office, 1966.
- Watkins, M. Economic Canada. Toronto: McGraw-Hill, 1963.

VITA AUCTORIS

NAME: E. Shaughnessy Murray Cohen

EDUCATION:

Secondary: Mount St. Joseph Academy,
London, Ontario
Senior Matriculation, 1966

Undergraduate: University of Windsor,
Windsor, Ontario
General Bachelor of Arts, 1969

Graduate: Department of Sociology and Anthropology,
University of Windsor,
Windsor, Ontario

PRESENT EMPLOYMENT: Teaching Master
Thames Campus,
St. Clair College of Applied Arts and Technology,
Chatham, Ontario